Alberta Apprenticeship and Industry Training Board

2003-2004 Annual Report

Meeting the challenges of the future

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Alberta

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June 2004

Honourable Dr. Lyle Oberg
Minister
Alberta Learning
204 Legislature Building
10800-97 Avenue
Edmonton, Alberta T5K 2B6

Dear Dr. Oberg:

I am pleased to provide you with the twelfth Annual Report of the Alberta Apprenticeship and Industry Training Board. This report covers the Board's operations and achievements for the period April 1, 2003 to March 31, 2004. It also presents a statistical overview of the Alberta apprenticeship and industry training system.

Respectfully submitted,

Brian Bickley

Brian Bickley
Chair

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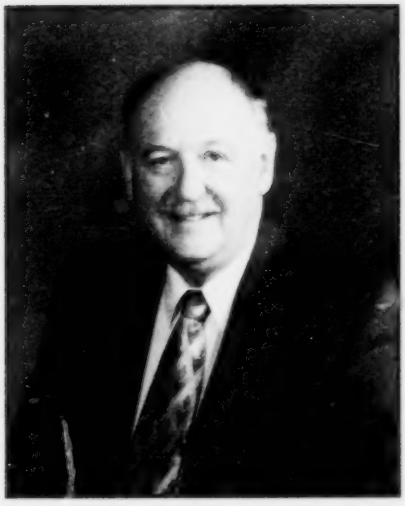

Message from the Board Chair

As the new Board Chair, I am pleased to present the Alberta Apprenticeship and Industry Training Board 2003-2004 Annual Report.

Looking back

There is a lot to be proud of this past year. The Board worked hard to strengthen partnerships with industry, and to sustain pride in the trades as reflected in the theme of the 2003 Industry Network Workshop, *Yours, Mine and Ours – The Industry Network*. It continues to promote this pride through activities such as the annual Alberta Apprenticeship and Industry Training Board Awards.

The Board worked with stakeholders to ensure the apprenticeship and industry training system remains relevant by regularly reviewing trade standards, technical training and course content. It stepped up its efforts to promote apprenticeship as an excellent post-secondary educational choice. Efforts to expand the base of skilled workers by tapping into non-traditional workers, such as Aboriginal people, have proved successful. Employers and graduating apprentices continue to express their satisfaction with the system.

Alberta's image as a quality system continues to extend beyond its borders with several countries expressing interest in the Alberta apprepticeship and industry training system model.

I want to thank past Board Chair, Cliff Williams, and former Board members for laying down an excellent foundation for the Board, and for helping to strengthen the network of committees that make up Alberta's respected 'bottom-up' apprenticeship and industry training system.

Looking ahead

As the Board moves forward, some initiatives anticipated to support its priorities and advance its goals include:

- pursuing the transferability of the skills, knowledge and experience of certified tradespeople to other post-secondary programs.
- identifying new initiatives to enhance on-the-job training with industry.
- continuing communication with school staff and parents throughout Alberta to increase the awareness of the trades as an excellent choice of post-secondary education for youth.
- continuing the development of non-traditional sources of skilled workers in anticipation of future skill shortages.

I look forward to continuing collaboration with industry, employers and apprentices on these initiatives.

Sincerely,

Brian Bickley
Chair

Vision

Highly skilled and trained people in designated trades and occupations meeting the needs of industry.

Mission

To establish and maintain high quality training and certification standards in the apprenticeship and industry training system.

Principles

Accessible – Individuals wishing to pursue a career in the designated trades or occupations have access to apprenticeship and industry training.

Funded by all – Apprentices, trainees, employers, and government contribute to the financial cost of training.

Industry-driven – Industry is responsible for setting training and certification criteria and standards, and for providing on-the-job training and work experience.

Supported by government – Government, with advice from industry, has a role in regulating apprenticeship training and helping individuals acquire the skills needed to work in designated trades and occupations.

Collaborative – Apprenticeship and industry training is based on effective partnerships among stakeholders.

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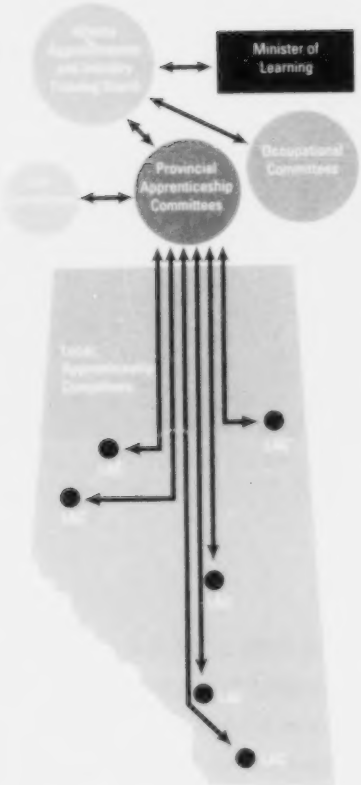
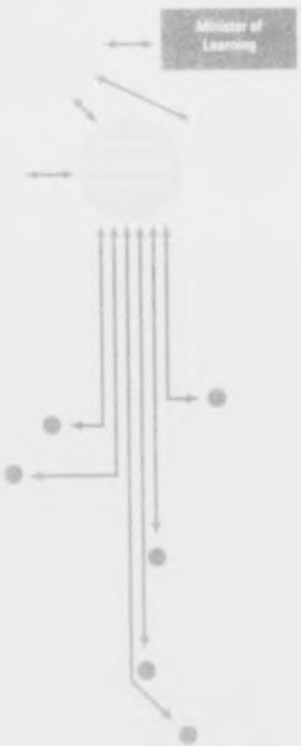
Apprenticeship at a Glance

- Alberta has 50 designated trades and four designated occupations.
- Apprenticeship programs in most of the designated trades are three to four years in length.
- Apprentices spend approximately 80 per cent of their apprenticeship gaining on-the-job training and work experience, and the other 20 per cent in technical training.
- Employers hire and register apprentices, pay wages and provide supervision by a certified or qualified tradesperson.
- There are over 10,000 employers in Alberta currently training apprentices.
- The most common age for Alberta apprentices to register in their first trade is 19.
- While in high school, students can become employed apprentices through the Registered Apprenticeship Program (RAP). In RAP, they obtain hours of on-the-job training and work experience as credit toward both an apprenticeship program and a high school diploma, as well as earn an income.
- In 2003, 168 apprenticeship scholarships of $1,000 each were awarded. Fifty Registered Apprenticeship Program (RAP) students were also awarded $1,000 scholarships.
- Apprentices and employers contribute to the cost of technical training by paying tuition fees and purchasing books and other supplies.
- Currently, apprentices pay approximately 10 per cent of the cost of their technical training.
- Over 1,000 technical training classes were offered in Alberta in 2003-2004.
- Most apprentices are eligible for employment insurance while attending technical training. Apprentices who demonstrate financial need may qualify for a grant.
- After completing their first year of technical training, 76 per cent of apprentices complete their apprenticeship within two years of their earliest possible completion date.
- Alberta's apprenticeship and industry training system relies on a network of over 100 committees made up of approximately 800 individual industry representatives.

Structure and Organization of the Alberta Apprenticeship and Industry Training System



Apprenticeship at a Glance



Introduction

Alberta's apprenticeship and industry training system is an industry-driven system that ensures a highly skilled, internationally competitive workforce in over 50 designated trades and occupations. This workforce supports the economic progress of Alberta and its competitive role in the global market.

Industry (employers and employees) establishes training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board. The Alberta government provides the legislative framework and administrative support for the apprenticeship and industry training system.

The Alberta Apprenticeship and Industry Training Board (Back row, from left: Jon Ahl, John Boyd, Rod Moore, Frank Duffin, Jeffrey Norris, Bob Sander, Rod Williams, Craig Evans. Front row, from left: Dan Burgin, Shirley Dul (Executive Director), Brian Binkley (Chair), Marvine Cowley, Ray Meiners. Missing from photo: Lou LaBrecque)

The Board's strategic plan

As part of its strategic planning, the Board identified seven strategic drivers that provide the broader context in which the Board developed its strategies and initiatives. The opportunities and challenges presented by each of these strategic drivers determine the focus of the initiatives the Board will undertake to enhance apprenticeship and industry training in Alberta.

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The strategic drivers are:

Globalization and Competition

Globalization presents new work opportunities and challenges for highly skilled Albertans, but Alberta must compete to attract and retain investment, skilled workers, and high value-added industries. A highly skilled, knowledgeable and productive workforce prepared for success in a global economy provides a competitive advantage.

Technology

Rapid technological advancement is transforming the way people live, work, learn, communicate, and play. The apprenticeship and industry training system faces ongoing challenges related to equipping apprentices to work in a world where information and communications technologies continue to play an influential role. The apprenticeship and industry training system has a continuing role in optimizing the use of technology to enhance training opportunities in Alberta.

Trade Facts

According to the 2003 survey of apprentice graduates, 93 per cent of those in the labour force were employed, and 97 per cent of those employed were working in the trade in which they apprenticed.

Changing Programs and Curricula

To keep pace with the changing demands of the knowledge economy, the Board needs to anticipate and plan for the future. It also must take into account labour market trends, globalization and advances in technology by responding with appropriate programs and curricula.

Demographics

Like other jurisdictions, Alberta will continue to experience significant demographic shifts over the next decade, including an aging population, low birth rates, rural depopulation and an increasing post-secondary population. Demographic changes will exert additional pressure on the sustainability of the apprenticeship and industry training system.

Continuous Improvement

Sustaining and continuously improving a quality apprenticeship and industry training system requires the innovative design, development and administration of outcomes and performance measures to assess apprentice achievement and employer satisfaction. These and other tools, such as surveys, help to inform the Board's decision-making processes, continually improve the quality of apprenticeship and industry training in Alberta and ensure excellence from apprentices and the system.

Trade Facts

In 2003, more than 5,700 people earned a trade or occupational certificate in Alberta.

There are approximately 40,000 registered apprentices in Alberta.

Industry Interests and Concerns

Building on the recognized strengths and achievements of Alberta's apprenticeship and industry training system requires the continued involvement of industry. Alberta apprentices will benefit from the Board continuing to work together with industry and other stakeholders in the face of growing expectations, finite resources and rapidly changing economic and social forces.

Politics and Economics

Alberta's economy is heavily influenced by the price of oil, gas and related construction activity. Factors beyond the control of the Board and the Alberta government, such as international political conflict and national or international energy and environmental policies relating to the production of oil, also impact Alberta's economy.

The Board's strategic plan focuses on achieving two goals that will enhance Alberta's apprenticeship and industry training system:

- high standards of training and certification,
- a highly responsive and responsible Board and industry network.

To meet these goals, the Board identified five priorities.

- Research and develop non-traditional sources of workers.
- Work with industry to enhance on-the-job training.
- Pursue and promote the transferability and recognition of credentials of certified tradespeople.
- Enhance the image of the trades.
- Ensure that Alberta's apprenticeship and industry training system remains accessible, affordable and sustainable.

This annual report is organized around these priorities.

Non-Traditional Sources of Workers

Outgoing Board Members and Chair
From left: Brent Bish, Lionel Gibert, Don Leech, Cliff Williams, Past Chair. Missing: Alex Munn

One of the Alberta Apprenticeship and Industry Training Board's priorities is to ensure that the apprenticeship and industry training system is responsive to local, provincial, regional, national and international labour market demands. Changing demographics dictate the need to research and develop non-traditional sources of workers. Helping to ensure learner success and increase workforce participation among Aboriginal peoples and other non-traditional sources of workers will ultimately help Alberta remain competitive in the global environment. Several programs targeting these groups are underway and showing promise.

Experiencing the trades through Youth Apprenticeship Project

The Youth Apprenticeship Project (YAP), a pilot project, allows Grade 7 and 8 students to explore career options through various activities such as worksite visits and demonstrations of skills by certified tradespeople. In Grade 9, students may begin apprenticing in the trades or train in occupations or agriculture-related careers. Pilots of the project are underway in Lac La Biche, High Prairie and Wabasca/ Desmarais, with a potential to expand to additional communities in the future.

While most apprenticeship programs begin in or after high school, students involved in the YAP can begin in junior high. Participation in the YAP, allows students to:

- get a head start and earn credits toward their high school diploma;
- train to work in a locally needed trade, a Green Certificate specialization or an occupation;
- gain hours toward an apprenticeship program;
- earn at least the minimum hourly wage while apprenticing; and
- earn safety and other career-related certificates.

The YAP goals are:

- to encourage students to stay in school and earn a high school diploma;
- to encourage students to consider careers in the trades and agriculture-related occupations;
- to increase the number of students choosing a career in a trade or in agriculture; and
- to help ensure employers have access to the skilled workers they need.

Trade Facts

Over 1,000 high school students are registered in RAP.

Over 860 employers are currently involved in RAP.

Registered Apprenticeship Program as successful as ever

Under the Registered Apprenticeship Program (RAP), Alberta high school students become employed apprentices while still attending high school. Starting as early as Grade 10, students can earn credit toward both a high school diploma and a trade certificate. They can also earn an income of minimum wage or more.

Students choose a trade, find an employer, and receive on-the-job training and work experience while they continue to attend high school.

As of December 31, 2003, more than 1,000 high school students were registered in RAP. In addition, over 1,500 apprentices who started in RAP are currently continuing in a regular apprenticeship program. Nearly 500 students who were in RAP have gone on to become certified in their trade.

The Board and Alberta Learning continue to provide support and funding to CAREERS: The Next Generation to promote and expand RAP. CAREERS: The Next Generation is an industry driven, private/public partnership working to develop the skills of Alberta youth to meet industry labour needs.

Alberta Aboriginal Apprenticeship Project gaining momentum

A Board initiative created in 2001 in response to labour market and training needs, the Alberta Aboriginal Apprenticeship Project (AAAP) promotes apprenticeship and industry training to Aboriginal people, communities, and organizations in Alberta. It is designed to help Aboriginal people enter and complete apprenticeship programs. It links employers with potential Aboriginal apprentices and provides support and assistance to help build successful working and learning relationships.

Developed in partnership with the Aboriginal Human Resources Development Council of Canada, the AAAP has been operating successfully in three Alberta communities and has registered over 70 Aboriginal apprentices in 11 different trades including carpenter, electrician, machinist and welder.

With many industries throughout Alberta experiencing a shortage of tradespeople, the AAAP is key to tapping into a labour market that can help address this shortage.

Trade Facts

Within the Alberta Apprenticeship and Industry Training Family of Scholarships there are scholarships specifically for women and Aboriginal people.

"You have to show them you can do the job, and be prepared to ignore anyone who says you can't. When I first started my apprenticeship, some of the men didn't think I could do the job as well as them, but now they know I can because I've proved it."

Christine Featherstone, certified welder with a Red Seal at Bunch Welding Limited, Rocky Mountain House

Aboriginal communication strategy implemented

Building on the Board's support for the AAAP, research was conducted to develop a communication strategy to help build awareness of careers in the trades among Aboriginal peoples, youth, parents, educators and employers.

This past year, two guides outlining apprenticeship and careers in the trades were developed – one for Aboriginal students in junior and senior high school and one for counsellors and educators. The *Step into the Trades* guide for Aboriginal students in junior and senior high school offers information about apprenticeship in each of the trades. Two Aboriginal Youth Ambassadors provide school presentations using the student guide as a tool to ensure students are exposed to the trades as a viable career option.

The *Step into the Trades* guide for career counsellors and educators offers information to create a better understanding of apprenticeship and the trades. This guide is a useful tool when discussing career pathways with students.

A database of Aboriginal role models has been created to assist Alberta Learning staff deliver presentations to Aboriginal youth. The presence of Aboriginal role models at school presentations helps students put a real face on the trades and allows them to ask an experienced tradesperson about life in the trades.

Trades as viable career for women

The Board continues to foster relationships with organizations that promote women in the trades. In particular, the Board is pleased to continue its support of the Construction Owners Association of Alberta (COAA), which is working on an initiative to create more job opportunities for women in the construction industry. The initiative, known as Opportunities for Women in Construction, is designed to promote the construction industry to women as a challenging and rewarding career option. Additionally, women are represented in messages for the Board's promotional material. For instance, each issue of the Board's newsletter, *Apprenticeship Update*, has featured success stories of women in the trades.

Trade Facts

Employer satisfaction with the apprenticeship and industry training system, an additional measure of the Board's progress, rated at an all time high in 2003-2004. A 2004 employer survey showed:

- 96 per cent of employers were satisfied or very satisfied with the skills of their certified tradespeople.
- 92 per cent of employers were satisfied or very satisfied with Alberta's apprenticeship and trade certification system.
- 87 per cent of employers were satisfied or very satisfied with apprenticeship technical training as a method of providing tradespeople with the skills needed to work in the trades.

On-the-Job Training

Since on-the-job training and work experience account for 80 per cent of an apprenticeship program, it is essential to ensure this portion of the program maintains a high standard. To produce the skilled workers industry needs, the Board continues to collaborate with industry to enhance on-the-job training. Over the past year, several initiatives contributed to this priority, including the continued use of 'train-the-trainer,' the release of new record books, and regular contact with employers through employer visits.

Provincial apprenticeship committees embrace 'train-the-trainer'

Interest in the training-the-trainer initiative has continued to grow since the Board introduced the Workplace Coaching Skills program, a concise video and workbook package, to provincial apprenticeship committees (PACs) in 2001. The program gives apprentices the tools they need to provide on-the-job training for other apprentices once they become certified tradespeople.

A number of trades, including carpenter, electrician, cook, baker and sheet metal worker, have included Workplace Coaching Skills as part of the technical training component of their apprenticeship programs. Many PACs have adopted the concept and materials and more are expected to implement the program as course outlines come up for review.

Board releases new record book

In 2001, the Board approved the introduction of a common record book format for all trades. By the spring of 2003, the Board had implemented the new record book in all trades. The record book tracks an apprentice's progression through on-the-job training and encourages the development of a broad base of skills. An evaluation of the new record book is planned once all apprentices and their employers have had an opportunity to use the new book.

Employer visits

Alberta Learning staff offer employers advice and support related to on-the-job training through employer visits and other client contact. Close to 14,000 visits were conducted by Alberta Learning staff. Some activities that take place during employer visits that contribute to enhancing on-the-job training include:

- ensuring apprentices are receiving appropriate experience and training at the job site;
- advising the employer and employees about their responsibilities for apprenticeship training;
- consulting with employers and employees about their training needs and special requirements.

Transferability and Recognition of Credentials of Certified Tradespeople

In 2003-2004, the Board focussed on enhancements to the Blue Seal program and continued its efforts to promote the value of business training.

Interest in Blue Seal grows

"To succeed as a manager, you need to understand the relationship between employers and employees. Skills like effective communication and problem-solving are very important. By earning the Blue Seal, it shows employers that you have those skills."

Blue Seal holder Richard Baker, certified plumber, steamfitter-pipefitter and gasfitter

The Achievement in Business Competencies (Blue Seal) Program offers Alberta trade and occupational certificate holders an opportunity to develop and earn recognition for a broader set of workplace skills. The combination of trades and business knowledge signified by the Blue Seal certification enhances the holder's employability and is an asset for those wishing to start their own business. There are currently 26 Board-recognized training providers in Alberta.

Revisions to the Blue Seal Program contributed to an increase in the number of Blue Seals issued this past year.

System is Accessible, Affordable and Sustainable

Accessibility and affordability of apprenticeship training is always at the forefront of the Board's activities. This year, the Board developed a system to monitor the implementation of the tuition fee policy approved in 2002.

Reasonable tuition fees ensure accessible, sustainable, high quality training

Ensuring apprenticeship technical training remains affordable, accessible, sustainable and of high quality is a priority of the Board. In 2003-2004, apprentices paid $65.65 per week of training in tuition fees ($525 for an eight-week session). In 2004-2005, tuition fees will increase to $81.25 per week of training ($650 for an eight-week session). The apprentice tuition fee policy can be viewed at www.tradesecrets.org/pdf/tuition_fees.pdf.

Currently apprentices pay about 10 per cent of the cost of their technical training through their tuition fees. By 2007, apprentices will pay about 16 per cent of that cost. Apprentices who are able to demonstrate financial need have access to financial assistance in the form of a grant to help pay for tuition, books, supplies and living expenses.

The Board will continue to monitor tuition fees and ensure apprentices and employers are aware of the financial assistance available.

Trade Facts

In a 2004 survey of employers:

- more than 70 per cent of respondents said that employing registered apprentices contributes to both their company's competitiveness and profit margin.
- 80 per cent of respondents said employing certified tradespeople contributes to both their company's competitiveness and profit margin.

Enhancing the Image of the Trades

Given the demographic changes underway in Alberta, there is a need to ensure that the skilled workforce is maintained and that youth, parents, educators, women and Aboriginal people understand the opportunities apprenticeship training provides. One way to achieve this is to enhance the image of apprenticeship as an excellent, post-secondary educational choice. This past year, the Board focused on ensuring the individuals who influence students, such as educators and parents, have the information they need to advise students on apprenticeship training. In its continued support of apprenticeship scholarships and skills competitions, the Board is working to enhance the visibility of the trades and promote pride among apprentices and tradespeople.

New electronic newsletter launched, high school representatives get more information about trades

The Helping High School Students Find their Place in the Trades project team launched an electronic newsletter this past year in response to a request by high school representatives to be kept informed of relevant developments in apprenticeship.

Now in its third year, the Board-sponsored Helping High School Students Find Their Place in the Trades project is designed to provide high school staff with information on apprenticeship training, careers in the trades, and the resources available for advising students. The project is one way to promote apprenticeship training as a first-choice option for post-secondary education to youth as a means of filling the gap created by retiring tradespeople.

In March 2004, three more information sessions were held - one in Medicine Hat, one in Bonnyville and a second session in Edmonton - adding to the sessions held previously in Calgary, Edmonton, Grande Prairie, Lethbridge and Red Deer. Board members are involved in all information sessions organized by the project team. Invitations and a closer relationship with the Alberta Home and School Council Association (AHSCA) brought parent representatives to the most recent information sessions. Articles were prepared and published in AHSCA newsletters, further spreading the word about the trades as a career option. Additionally, in November 2003 the project team participated in a presentation and display at the Alberta Guidance Counsellors Conference in Banff.

Trade Facts

Although Alberta has only 10 per cent of Canada's labour force, it trains approximately 20 per cent of the country's apprentices. Yet, Alberta is a net importer of skilled tradespeople.

Interprovincial activities continue

This year, the Board continued to participate in interprovincial activities contributing to building a larger certified workforce with breadth and depth and the mobility to meet the challenges of today's work environment.

The Board is pleased to work closely with interprovincial organizations such as the Canadian Council of Directors of Apprenticeship (CCDA), which is responsible for the management of the Interprovincial Standards (Red Seal) Program. The Board Chair is a member of the Interprovincial Alliance of Apprenticeship Board Chairs, which is made up of provincial board chairs from each province and territory.

In addition, Alberta works with the Canadian Apprenticeship Forum (CAF-FCA). Alberta has provided input to CAF's promotion initiative, which is designed to promote the skilled trades as a career option in the minds of Canadian youth, their parents and educators; and to its inventory project and other initiatives.

Bermuda Adopts Alberta's Apprenticeship and Industry Training System
From left: Nalton S. Brangman, Chair, National Training Board, Government of Bermuda; Dr. Lyle Oberg, Minister of Learning; Cliff Williams, Past Chair, Alberta Apprenticeship and Industry Training Board

"Alberta has developed a symbiotic relationship between Industry, Government and the Unions, a triad that has proven what can be done when all sides are prepared to sit down and resolve issues. Enthusiasm abounds from the shop floor to the executive office and everywhere in between, it is not contrived, it is a belief and realization that something dynamic was required to realize the work force of generations to come. The system not only works, it produces results across all trade boundaries with the result being a workforce that is educated and functional, often to the point of a journeyman holding two or more tickets."

Malcom Griffiths, Occupation Advisory Committees, National Training Board, Bermuda

Other jurisdictions interested in Alberta's industry-driven system

Twelve representatives from Bermuda's government and industry visited Alberta to finalize plans to adapt the province's industry-driven apprenticeship training and certification model to their country. Cuba and Trinidad and Tobago have expressed similar interest in Alberta's apprenticeship and industry training system.

Other jurisdictions are drawn to Alberta's apprenticeship and industry training approach because it relies on industry to identify its training and certification needs, to set standards and to provide the overall strategic direction for the system.

Value of certification promoted

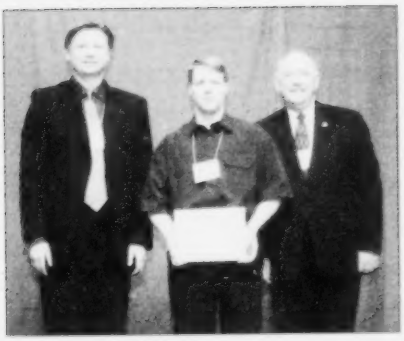
This past year, the Board continued its efforts to promote the value of certification. The *Apprenticeship Update* newsletter featured a tradesperson in every issue, putting a human face on the over 50 designated trades and occupations in Alberta. It also included feature articles about pathways beyond certification.

Alberta Apprenticeship and Industry Training Board Awards - Guest Speaker: Peter Idler, Executive Vice President Western Region, Comstock Canada Ltd.

Alberta Apprenticeship and Industry Training Board Awards

The seventh annual Alberta Apprenticeship and Industry Training Board Awards took place February 19, 2004 in Edmonton. The awards ceremony honours top apprentices, top employers and instructors, all critical to the success of the apprenticeship and industry training system.

Approximately 350 guests attended the celebration, including family, friends and employers of honoured award recipients. Alberta Apprenticeship and Industry Training Board members, presiding officers and members of the industry network, representatives of employer and employee associations, and public institutions offering apprenticeship training also attended.



Top Apprentice Awards
From left: Dr. Lyle Oberg, Minister of Learning; Carwin Buck, Top Apprentice, Plant Technician, Rose Rocky; Chair, Alberta Apprenticeship and Industry Training Board

Top Apprentice[1]

In 2003-2004, 49 individuals received a Top Apprentice Award. Each year, the award is presented to Alberta apprentices in their final period of apprenticeship in each trade or branch of a trade who have the highest combined mark (institute theory, institute practical, industry theory and industry practical) and a strong recommendation from their employer.

Employer Award of Excellence

Recipients of the Employer Award of Excellence are employers who have demonstrated exceptional commitment to training apprentices and to Alberta's apprenticeship and industry training system. This year's recipients were:

North region: Zarowny Motors (St. Paul) Ltd., St. Paul

South region: Modern Electric (Rocky) Inc., Rocky Mountain House

Please see the appendix for a list of recipients.

Top Instructor

Two Top Instructor Awards are presented annually, one for the north region and one for the south region of Alberta. Apprentices may nominate an instructor who taught them apprenticeship technical training. Of the over 100 nominations received for the awards this year, the following two instructors received the Top Instructor Award for 2003:

South region: John Vermeer, Electrical Instructor, Lethbridge Community College

North region: Doug Woroschuk, Heavy Equipment Technician Instructor, Northern Alberta Institute of Technology (NAIT)

Certificate of Excellence presented to Ken McKen for his dedication to the apprenticeship and industry training system and his exemplary efforts on behalf of apprentices at the Grande Cache Institution – from left: Cliff Williams, Ron Clase, Alberta Apprenticeship and Industry Training Board; Ken McKen, Apprenticeship Instructor, Grande Cache Institution; Shirley Ort, Executive Director, Apprenticeship and Industry Training

Special Recognition Certificate

The Board presents a Special Recognition Certificate to recognize the unique contribution individuals have made to the success of apprentices, their trade or Alberta's apprenticeship and industry training system. This year, Guy Brookes and Ken McKen were both recipients of the award. Guy Brookes, a plumbing instructor at the Southern Alberta Institute of Technology (SAIT) received the award in recognition of his outstanding dedication to the development of Alberta apprentices, and in particular for his work in preparing apprentices to compete in the WorldSkills Competitions. Ken McKen, apprenticeship instructor at the Grande Cache Institution, received the award for his dedication to the apprenticeship and industry training system, and his exemplary efforts on behalf of apprentices at the Grande Cache Institution.

Alberta Apprenticeship and Industry Training Board Family of Scholarships

Registered Apprenticeship Program (RAP) Scholarships

The Board recognized 50 apprentices for receiving a $1000 RAP scholarship at a ceremony hosted by CAREERS: the Next Generation in November 2003. Apprentices receive $700 in their first year of technical training and $300 in their second year. These scholarships were created through a partnership between industry, the Alberta Apprenticeship and Industry Training Board, and Alberta Learning. They recognize the academic and trades-related accomplishments of high school students registered in RAP and encourage them to continue their apprenticeship program after completing high school.

Alberta Apprenticeship and Industry Training Scholarships[1]

In October 2003, 168 individuals received an Alberta Apprenticeship and Industry Training Scholarship. These scholarships were made possible through the generous support of close to 300 organizations, associations, individuals from industry and Alberta Learning.

Chairman's Award of Excellence Recipients

Chairman's Award of Excellence

The prestigious Chairman's Award of Excellence recognizes tradespeople who have demonstrated an outstanding commitment to their trade and to the principles of apprenticeship through many years of service in the industry committee network. The award was presented in October 2003 at the Industry Network Workshop. The following individuals received the award to honour their extraordinary dedication.

John Taylor (Tilesetter)
Carol Gendreau (Hairstylist)
Bryan Duplessis (Locksmith)
Shawn Deugo (Machinist)
Lawrence Yaremchuk (Roofer)

Skills Competitions

The Board is pleased to continue encouraging the involvement of Alberta apprentices in skills competitions designed to make trades careers more visible and tangible for students, parents and educators. The Board collaborates with Skills Canada Alberta in showcasing the talents of Alberta apprentices provincially, nationally and around the world.

In the Provincial Skills Competitions in Edmonton on May 13 and 14, 2003, over 500 young Albertans demonstrated their abilities in competitions ranging from auto body to welding. The 2004 Provincial Skills Competition will be held in Edmonton on May 11 and 12, 2004.

Albertans can be proud of the 12 Alberta apprentices who captured four gold, six silver and two bronze medals at the Canadian Skills Competitions in Waterloo, Ontario, May 29 to June 1, 2003. Winnipeg, Manitoba will host the 10th Canadian Skills Competition, which will run from May 27 to 30, 2004.

Four Alberta apprentices competed at the 37th WorldSkills Competitions in St. Gallen, Switzerland, June 15 to 23, 2003. All four enjoyed respectable finishes. The next WorldSkills Competitions will take place May 26 to 29, 2005 in Helsinki, Finland.

[1] Please see the appendix for a list of recipients.

Additional Accomplishments

There are several accomplishments that relate to more than one of the Board's five priorities. These accomplishments include the success of the 2003 Industry Network Workshop, additional funding to post-secondary training providers, changes to several trades, extension of expiry dates for 22 trades and the implementation of individual learning modules in technical training for several trades.

Strengthening the network

Industry Network Workshop Assistant Deputy Minister Kim Hammond, Presiding Officer Ted and Co-Chair Provincial Apprenticeship Committee Greg Weir, Presiding Officer Committee Jessica Technician Provincial Apprenticeship Committee Participant Peggy and Chair Ken.

Members of the network of industry committees contribute to the apprenticeship and industry training system by recommending standards for training and certification, and by identifying changes and improvements needed in training. Communication within the industry network helps strengthen the system and the network itself.

The strength of the industry committees was evident in the level of participation at the third Industry Network Workshop in October 2003 with over 260 participants. The theme of the 2003 workshop, *Yours, Mine and Ours – The Industry Network*, supported ownership and pride in the trades and occupations, in the network, and in holding a trade or occupational certificate.

Participants included presiding officers of provincial apprenticeship committees (PACs), local apprenticeship committees (LACs), and occupational committees; representatives from the Kindergarten to Grade 12 learning system; training institutions in Alberta; members of the Board; and staff of Alberta Learning.

Workshop participants discussed the progress achieved since the last workshop and explored new ways to strengthen industry, community and government partnerships.

Group sessions offer detailed information

After the morning workshop, participants had the opportunity to attend three of six group sessions to learn more about important areas of the industry network. Board members, industry professionals, guest speakers and staff of the Apprenticeship and Industry Training division of Alberta Learning presented the sessions.

Trade Facts

Of the participants who completed an evaluation survey of the 2003 industry network workshop, 97 per cent said they see value in continuing to hold such events.

"The roles and responsibilities of committee members were clearly defined and explained, and I could see that was very helpful for new participants."

George Doty, presiding officer for the Plumber - Edmonton Local Apprenticeship Committee (LAC) and former presiding officer, Plumber Provincial Apprenticeship Committee (PAC)

In *The Best Kept Secrets of Tradesecrets*, participants were taken through the recently updated apprenticeship and industry training website. New committee members found the session *What is the Industry Network?* a helpful introduction to the network. In *My Role as a Committee Member*, participants learned about their responsibilities and rewards of committee membership. Participants feeling the stress of busy lives, together with committee involvement, welcomed the session *Committee Membership: Managing the Stress of My Commitment*. In *Effective Meeting Strategies*, discussion focused on what committee members can do to make meetings more dynamic, interesting and useful. The session, *Improving the Image of the Trades: Promoting Pride*, provided the Board with feedback from workshop participants on how to enhance promotion of the trades as a first-choice career.

Feedback from the workshop will be used to develop future strategies for strengthening the apprenticeship and industry training system in Alberta.

Investing in the system

The Board worked with industry and Alberta Learning to ensure technical training needs of industry were met, including sufficient technical training spaces and upgrades to equipment and course content. In 2003-2004 over $15 million in additional funding was granted to the post-secondary training providers from the Alberta Learning Apprenticeship Access Fund to:

- maintain 5,780 additional technical training seats in trades such as welder, electrician, plumber, steamfitter-pipefitter and heavy equipment technician;
- provide alternate delivery initiatives such as distance delivery, mobile delivery and weekly apprenticeship training (WATS);
- provide apprenticeship technical training for Aboriginal apprentices in trades such as cook and carpenter;
- upgrade equipment in trades such as crane and hoisting equipment operator, instrument technician and communication technician; and
- implement industry approved changes to course content in trades such as welder, automotive service technician and sheet metal worker.

Industry Network Workshop

Changes to trades enhance programs

In collaboration with PACs, the Board implemented changes to several trades. The changes enhance program content, program delivery and clarify terminology.

Heavy Equipment Technician

Change The name of the truck-trailer mechanic branch of the trade was changed to transport trailer mechanic and the on-the-job training requirement for this branch was extended from one to two years.

Impact The name change more clearly reflects the scope of the branch of the trade. The additional on-the-job training requirement ensures certified tradespeople are more competent with respect to the maintenance and inspection of trailers. It also better aligns the program with similar certification in other jurisdictions. The additional period of on-the-job training came into effect January 1, 2004. Apprentices registered before December 31, 2003 continue in the one-year program.

Tool and Die Maker

Change A technical training requirement for the trade was established.

Impact Apprentices in the tool and die maker trade will participate in first and second period machinist technical training. The third and fourth period of technical training will be specific to the tool and die maker trade. Training in the third and fourth periods will be made available subject to industry demand and support for the program. It is anticipated the third period may be introduced as early as the 2005-2006 school year.

Auto Body Technician

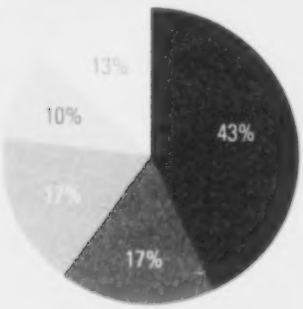
Change Restructuring of the trade into three branches: prepper, refinisher and repairer.

Impact The branches focus on the primary business tasks of the trade: preparation work, application of vehicle finishes, and body and frame work. The restructuring provides maximum flexibility for employers and apprentices when choosing career paths and allows certified tradespersons the maximum mobility. Certification in the full scope of the auto body technician trade continues to be available to apprentices who meet the requirements of all three branches.

Trade Facts

Alberta has produced more tradespeople with an Interprovincial Standards Red Seal than any other jurisdiction in Canada.

Share of Total Apprentices Being Trained by Employer Size, 2003*



Number of Tradespeople

- 10 or less (43%)
- 11-20 (17%)
- 21-50 (17%)
- 51-100 (10%)
- Greater than 100 (13%)

Source: Alberta Learning, January 2004

* The size of a shop is determined by the number of tradespeople employed.

Steamfitter-Pipefitter

Change Gasfitter and plumber training was removed from the course outline and replaced with welding.

Impact Most steamfitter-pipefitters no longer use their gasfitter second class training and certification. Steamfitter-pipefitters will now complete their apprenticeship with two periods of technical training credit toward their welder apprenticeship. The first period of the new program was implemented during the 2003-2004 school year. The remainder of the program will be phased in one period at a time with the final period being implemented in September 2006.

Automotive Service Technician

Change The course outline was changed to increase the focus on diagnostic skills.

Impact The program changes will be implemented in September 2004. Apprentices will receive technical training that reflects the changing demands of industry.

Ironworker

Change Technical training will be offered in four periods of six weeks rather than one period of 10 weeks and two periods of seven weeks. The work experience requirements have been changed to four nine-month periods from three 12-month periods. The metal building system erector branch of the trade increased its technical training from one 10-week period to two six-week periods.

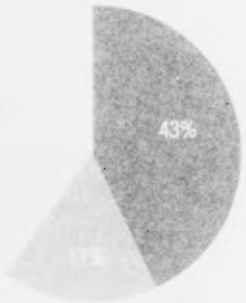
Impact The program changes will be implemented in May 2004. The changes bring about increased flexibility. Institutions have more flexibility with respect to when training is offered, and apprentices have more flexibility regarding the time they are away from work.

Outdoor Power Equipment Technician

Change The final period of technical training was developed: one period for the marine and recreational equipment branches and one period for the turf and power equipment branches of the trade.

Impact The first three periods of technical training are common to the four branches of the trade. The development of training in the fourth period addresses branch-specific needs. It is anticipated that these changes may be implemented as early as the 2005-2006 school year.

Share of Total Apprentices Being Trained by Employer Size, 2003*



Number of Tradespeople

Source:

Course Outline Changes

Change Course outline changes for agricultural equipment technician, boilermaker, bricklayer, cabinetmaker, hairstylist, locksmith, machinist, millwright, roofer, and sheet metal worker trades and occupational profile changes for steel detailer, warehousing and gas utility operator occupations.

Impact These revisions clarified program outcomes as well as made minor adjustments to better reflect the technological needs of industry. Programs are current and reflect the needs of industry.

Trade Facts

Alberta Journeyman Certificates are granted only to apprentices who successfully complete an Alberta apprenticeship program.

Alberta Occupational Certificates are granted to individuals who demonstrate they have achieved the specified competencies of a designated occupation.

Qualification Certificates are granted to individuals who, through an assessment of their prior work experience, knowledge and skills in a designated trade or occupation, demonstrate they meet the standards set for certification in Alberta.

Expiry clause extended for 22 trades

All trade and occupation regulations have an expiry date to ensure they are reviewed for ongoing relevancy and necessity. The Board evaluates each trade and occupation for continued viability and sustainability and reviews the trade or occupation regulation to ensure it continues to reflect the needs of industry.

Most trade regulations under the *Apprenticeship and Industry Training Act* expire in either 2004 or 2005. In 2003-2004, the Board evaluated and extended the expiry dates of the trade regulations for the following 22 trades to dates ranging between 2008 and 2014:

- agricultural equipment technician
- automotive service technician
- boilermaker
- cabinetmaker
- cook
- electrician
- elevator constructor
- hairstylist
- instrument technician
- lather-interior systems mechanic
- machinist
- motorcycle mechanic
- outdoor power equipment technician
- parts technician
- plumber
- power system electrician
- recreation vehicle service technician
- roofer
- sheet metal worker
- structural steel and plate fitter
- transport refrigeration technician
- welder

Trade Facts

A 2003 survey showed graduating apprentices were satisfied with the apprenticeship training system.

- 94 per cent of graduates were somewhat or very satisfied with the overall quality of their work experience.
- 95 per cent of graduates were somewhat or very satisfied with the overall quality of their technical training.
- Based on their experience with their Alberta apprenticeship program, 96 per cent of graduates would still have chosen to become an apprentice.

Individual learning modules keep training flexible

Individual Learning Modules (ILMs) are self-contained modularized learning materials. They help make the delivery of technical training more flexible and more consistant while maintaining high quality - a priority for the Board. Modules for the electrician trade were implemented during the 2003-2004 school term and those for the carpenter and plumber trades are well underway.

Other trades with previously implemented ILMs include: heavy equipment technician, automotive service technician, millwright, machinist and welder. Related trades without ILMs are taking advantage of the flexibility and high quality content by adapting existing modules for use in their trades. Examples of this include the steamfitter-pipefitter trade adapting modules from plumbing and welding, and the parts technician and auto body technician trades adapting automotive service technician modules.

The modules are regularly reviewed to ensure they continue to meet the needs of users. Users are encouraged to comment on the content of the modules through www.tradesecrets.org/ilm/bb/bulletin.html.

Appendices

The appendices that follow contain further information about the Board and Alberta's apprenticeship and industry training system.

Appendices

About the Board

Board Membership

The Board consists of:

- a chair
- four members representing employers in designated trades
- four members representing employees in designated trades
- two members representing employers in non-trade occupations
- two members representing employees in non-trade occupations

Standing Committees of the Board

The Board has five standing committees to assist with its work.

Labour Market Issues and Board Operations Committee
Monitors labour market activity, identifies industry-related training needs and opportunities, and addresses promotional and operational activities of the Board.

Industry Standards Committee
Formulates training and certification policy and standards to meet emerging requirements of the apprenticeship and industry training system.

Industry Network Committee
Monitors the operations of the industry committee network and reviews nominations for membership in the provincial apprenticeship committees (PACs), local apprenticeship committees (LACs) and occupational committees.

Nominations Review Committee
Together with Alberta Learning, reviews applications and provides recommendations to the Minister of Learning regarding the appointment of Board members.

Awards and Scholarships Committee
Selects and recognizes award and scholarship recipients, and promotes value and availability of awards and scholarships.

Industry-Driven System

Alberta's apprenticeship and industry training system is an industry-driven system that ensures a highly skilled, internationally competitive workforce in over 50 designated trades and occupations. This workforce supports the economic progress of Alberta and its competitive role in the global market. Industry (employers and employees) establishes training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board. The Alberta government provides the legislative framework and administrative support for the apprenticeship and industry training system.

Industry Committee Network

Alberta's apprenticeship and industry training system relies on a network of industry committees. These include local and provincial apprenticeship committees in the designated trades, occupational committees in the designated occupations, and others. All trade committees are composed of equal numbers of employers and employees. The industry committee network is the foundation of Alberta's apprenticeship and industry training system. The role of the industry committees includes:

- recommending to the Board the standards for the skills and competencies required for certification;
- establishing technical training course outlines;
- monitoring changes and identifying the need for improvements in training,
- recognizing related training and certification; and
- making recommendations to the Board about the designation or redesignation of trades and occupations.

In addition to sitting on committees, individual employers support the apprenticeship and industry training system by employing and training apprentices, providing them with an opportunity to develop their skills on the job. They also support the system by contributing equipment and other resources for technical training.

Alberta Apprenticeship and Industry Training Board

The Alberta Apprenticeship and Industry Training Board's primary responsibility is to establish the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. The Board also makes recommendations to the Minister of Learning about the needs of Alberta's labour market for skilled and trained workers, and the designation of trades and occupations.

Alberta Government

Alberta Learning works with industry, employer and employee organizations and technical training providers to:

- facilitate the development and maintenance of industry training and certification standards;
- provide registration and counseling services to apprentices and employers;
- coordinate technical training in collaboration with institutions; and
- certify apprentices and others who meet industry standards.

Technical Institutes and Colleges

The technical institutes and colleges are key participants in Alberta's apprenticeship and industry training system. They work with the Board, industry committees and Alberta Learning to enhance access and responsiveness to industry needs through the delivery of the technical training component of apprenticeship training. They develop lesson plans from the course outlines established by industry and deliver technical training to apprentices.

Combined Efforts

Through the combined efforts of industry, government and the training institutions, Alberta's apprenticeship and industry training system is able to respond to the labour market and contribute to developing a highly skilled workforce that is competitive nationally and internationally.

The many opportunities for communication and collaboration ensure the apprenticeship and industry training system is timely, up to date and responsive to the needs of industry and the economy.

www.tradesecrets.org

BOARD CHAIR

BRIAN BICKLEY

Brian Bickley began serving as chair of the Board in January 2004. He holds certificates in industrial instrumentation, watch making and adult continuing education. He has over 30 years experience in industry, and is currently employed by Syncrude Canada Ltd. as Industrial Relations Manager.

Brian is involved with the Alberta Construction Owners Association of Alberta (COAA). He is Chair of the COAA's Workforce Development Coordinating Committee and Essential Skills Committee, and works closely with the COAA's Safety Committee to promote the importance of workplace safety in Alberta, particularly in the construction industry.

During his time with Syncrude, Brian has been Instrument Supervisor, Shutdown Manager and Maintenance Manager. Before joining Syncrude, he worked with the Steel Company of Canada and Texaco Canada Ltd. Brian previously served as a member on the Alberta Apprenticeship and Industry Training Board between September 1995 and November 2001.

CURRENT BOARD MEMBERS

Representing employers in designated trades

DON BUNCH

Don Bunch began serving as a member of the Board in January 2004. He holds a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the welder trade. He obtained his apprenticeship training with Wel-Can Welding Ltd. in Red Deer. In 1981, he formed Bunch Welding Limited and has been owner and president of the company for over 22 years, regularly employing over 100 certified tradespeople and apprentices.

Don participated in Alberta apprenticeship committees, both local and provincial, and served as presiding officer of the welder trade. He was also an active member of the Apprenticeship Scholarship Fundraising Committee, and is very active in high school career days and information sessions.

F.D. (FRANK) DUFFIN

Frank Duffin has served as a member of the Board since January 2002. He holds a trade certificate in the heavy equipment technician trade and a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the automotive service technician trade. He holds a Bachelor of Commerce degree from the University of British Columbia, and has an Alberta Achievement in Business Competencies (Blue Seal) certificate.

Frank is president of Crowfoot Ford Sales in Calgary and Cochrane Ford in Cochrane. He has worked in the automotive sector in Alberta, the North West Territories and British Columbia.

Frank was born in Alberta with roots in Southern Alberta before the arrival of the railway. His community involvement extends to the Kiwanis Club, United Way, YMCA, Motor Dealers Association charities, Calgary Stampede and the SAIT Board of Governors.

Frank has received the Calgary Chamber of Commerce Small Business Award, MacLean's Dealer of Excellence Award, SAIT Distinguished Alumnus Award, and North Wood University Dealer Education Award.

JIM HILL

Jim Hill has served as a member of the Board since January 2002. He holds trade certificates in both the sheet metal worker and roofer trades and a Bachelor of Education degree from the University of Alberta. He is president of the Charlton & Hill Group – an organization he has been employed with in various capacities for over 35 years. The company provides roofing, metal fabrication, welding, and heating, ventilation and air-conditioning services in the Lethbridge area.

Jim is past president of the Alberta Roofing Contractors Association. He has been involved in provincial and local apprenticeship committees for the sheet metal worker trade. He is an active supporter of the Lethbridge Community College and the University of Lethbridge, and is a member of the Lethbridge Rotary Club.

RAYMOND E. MASSEY

Ray Massey has served as a member of the Board since January 2002. He holds a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the painter and decorator trade. He obtained his painting experience with Taylor Decorating and the Calgary Housing Authority. In 1978, he formed Ray-Nor Painting & Decorating Ltd. He has been president of the company for 25 years, regularly employing between 20 and 30 certified painters and apprentices.

Ray participated in Alberta apprenticeship committees, both local and provincial, for 11 years, serving as presiding officer on each for six years. He has also participated in industry training workshops and labour studies since 1990.

Ray was instrumental in the start up of the Alberta Painting Contractor's Association, serving as treasurer for two years and chair of the apprenticeship committee for several years. He was recently elected to serve a second term as president of the Alberta Painters and Decorators Association.

Ray has been a volunteer with minor hockey for eight years and continues to participate in other community activities.

Representing employees in designated trades

JOHN G. BOND

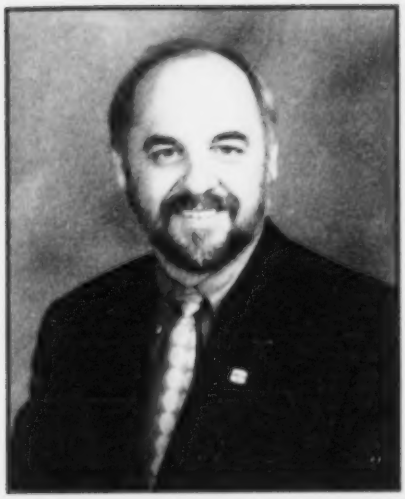
John Bond began serving as a member of the Board in January 2004. He holds a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the cook trade. He has also obtained the designate of Certified Chef de Cuisine (C.C.C.), through a program of the Canadian Culinary Federation. John has worked in the cook trade for 30 years. He is currently the chef at King's University College in Edmonton, working for the Compass Group Company, Chartwell Division.

John is currently the western vice president for the Canadian Culinary Federation, chair of the Board of the Canadian Culinary Federation - Edmonton Branch, and treasurer for the Alberta Culinary Arts Foundation.

MARSHA COWLEY

Marsha Cowley has served as a member of the Board since January 1999. She holds a hairstylist trade certificate in Alberta and Ontario, and the Alberta Achievement in Business Competencies (Blue Seal) certificate.

Marsha has worked in the hairstylist trade for 32 years. After 20 years at Headquarters Salon & Day Spa, she is now at Visual Difference Salon in Sherwood Park. She previously owned a salon in Ontario. Before becoming a Board member, Marsha was active in apprenticeship and industry training for 16 years. She was the presiding officer for both the local apprenticeship committee and the provincial apprenticeship committee for the hairstylist trade. Marsha was involved with developing the Interprovincial Standards (Red Seal) Program standards for the hairstylist trade. She is also a member of the Skills Canada Alberta Board.



ROD D. MOORE

Rod Moore has served as a member of the Board since January 2002. He holds a trade certificate in the power systems electrician trade. He has completed numerous courses in his field, including several management and supervisory certificate programs. Rod has over 27 years experience in the electrical industry and is employed as the transportation operations manager for EPCOR Distribution and Transmission.

Rod is also a director of the International Municipal and Signals Association (IMSA) for the Western Prairie Region, and a member of the Edmonton Construction Association (ECA), the Canadian Public Works Association (CPWA), and the Alberta Roadbuilders and Heavy Construction Association (ARHCA).

JEFFREY T. NORRIS

Jeffrey Norris began serving as a member of the Board in January 2004. He holds trade certificates with an Interprovincial Standards (Red Seal) endorsement in the welder and ironworker trades. He has been involved with the provincial apprenticeship committee for the ironworker trade and is an active supporter of apprenticeship and industry training initiatives.

Jeffrey has been a member of the International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers, Local Union 720 for over 16 years working as a welder, ironworker and supervisor on construction and maintenance projects in the commercial and industrial sectors in Alberta. He is currently employed as the coordinator/training instructor for the Alberta Ironworkers Apprenticeship and Training Plan.

Representing employers in non-trades occupations

LES LAROCQUE

Les LaRocque has served as a member of the Board since January 2002. He holds a diploma in mechanical engineering technology. He has 25 years experience in the mechanical contracting business as an estimator and project manager and is president of Botting & Associates Alberta Ltd., a mechanical contracting firm in Calgary.

Les is a past president of the American Society of Heating Refrigerating and Air Conditioning Engineers - Southern Alberta Chapter, and is a director-at-large on the Board of the Canadian Construction Association. He is also on the board, and is past chair, of Merit Contractors Association.

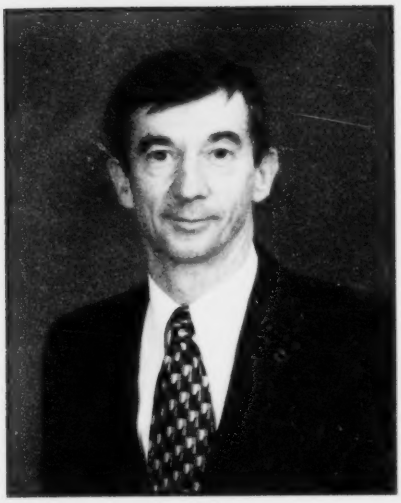
HAL WILLIAMS

Hal Williams began serving as a member of the Board in January 2004. He holds a Bachelor of Science degree in mechanical engineering from the University of Alberta and is a registered professional engineer in Alberta.

Hal is currently the vice president and regional manager at Lockerbie and Hole Industrial Inc., one of the oldest industrial contractors in Edmonton. He spent 21 years in various positions with Kellog Brown and Root, most recently as the manager of fabrication at their Edmonton fabrication facility.

Hal has been involved with many industrial and community organizations. He is past chair of the Fabricators Council of the Tube and Pipe Association, current chair of the Operating Committee for the Woodvale Facilities, and vice president of the Millwoods Cultural Recreational Facilities Association.

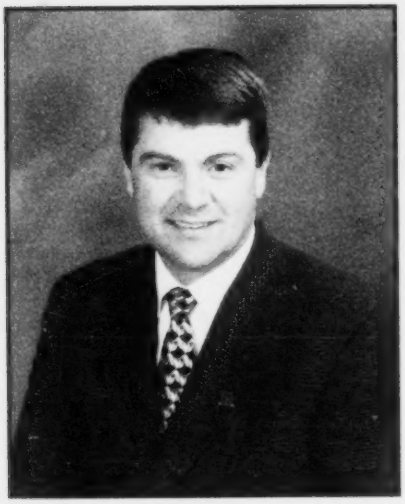
Representing employees in non-trades occupations



CRAIG EVANS

Craig Evans has served as a member of the Board since January 1999. He holds a parts technician trade certificate and a warehousing intermediate occupational certificate. He has been employed by Waterous Detroit Diesel-Allison for 30 years, where he is currently a parts manager.

Craig has served as presiding officer and member for both the provincial apprenticeship committee and local apprenticeship committee for the parts technician trade.

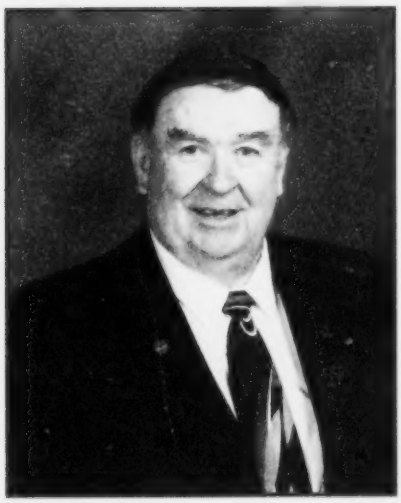


BOB GENÉE

Bob Genée has served as a member of the Board since January 1999. He holds a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the carpenter trade. He has worked in the construction industry for 26 years, of which 18 years were in the carpenter trade. Bob has been employed by Coram Construction for over 14 years and has been a district manager for the past eight years.

Bob is also certified as a Construction Safety Officer for the Alberta Construction Safety Association.

OUTGOING BOARD CHAIR



C. J. (CLIFF) WILLIAMS

Cliff Williams served as chair of the Board from January 1, 1998 until December 31, 2003. He holds trade certificates in the plumber and gasfitter trades. He has completed numerous courses in estimating, project and materials management and critical path scheduling. After completing his apprenticeship, he worked as a journeyman and a foreman until he founded Williams Plumbing & Heating Co. Ltd. in 1959. He was chief executive officer for 28 years.

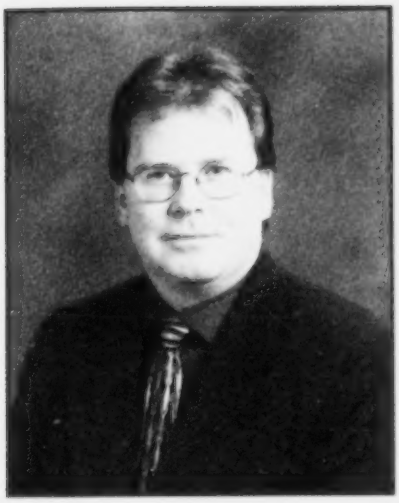
In 1988, Cliff joined Construction Labour Relations - Alberta (CLR-A), as a labour relations representative, an organization he had been instrumental in founding in 1970. Prior to joining CLR-A as an employee, he held positions of director and chair of the board and chair of the Mechanical Trade Division with the organization. Cliff retired from full-time employment with CLR-A at the end of 1998.

Cliff has participated in many other organizations. He was a member of, and served on, committees for the United Association of Journeymen and Apprentices of the Plumbers and Pipefitting Industry of the United States and Canada, Local 488. He has also served as chair of the Provincial Division and the Edmonton District of the Mechanical Contractors Association of Alberta. He has been a member of the Alberta Labour Relations Board since 1983.

He is a trustee for two trust funds: Local 488 Edmonton Pipe Industry Health, Welfare and Pension Fund; and Local 8 Sheet Metal Workers Health and Welfare Trust Fund.

While chair of the Alberta Apprenticeship and Industry Training Board, Cliff was elected chair of the Interprovincial Alliance of Apprenticeship Board Chairs (IPA) and was the chair of the Canadian Apprenticeship Forum (CAF-FCA). Both of these pan-Canadian organizations are dedicated to the betterment of apprenticeship systems throughout all jurisdictions in Canada.

OUTGOING BOARD MEMBERS



BRENT M. BISH

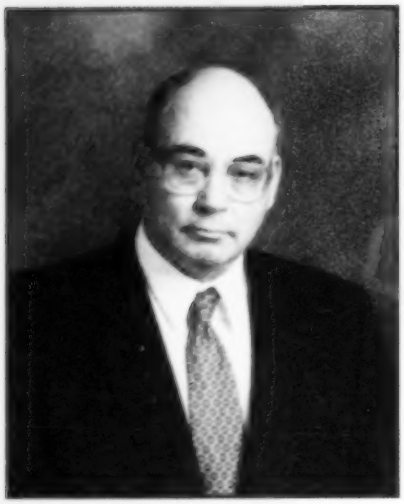
Brent Bish represented employees in the designated trades on the Board until January 7, 2004. He holds trade certificates in the heavy equipment technician, parts technician and crane and hoisting equipment operator trades, and an intermediate warehousing occupational certificate. He has over 21 years experience in the mining industry and works as a heavy duty mechanic at Cardinal River Coals Ltd. in Hinton. He is also first vice president of the United Mine Workers of America, Local 1656.

Brent has played an active role in initiatives such as the establishment of warehousing as a designated occupation.

LEONARD J. GABERT

Len Gabert represented employers in non-trade occupations on the Board until December 31, 2003. He has 29 years experience in the rural natural gas industry. He is currently Director, Paintearth Gas Co-op Ltd., Zone Director and past secretary treasurer for the Federation of Alberta Gas Co-ops Ltd. He is active in co-ordinating and promoting training programs required by the industry. Len played an instrumental role in establishing gas utility operator as a designated occupation.

Len owns a mixed farm in the Castor area, is actively involved in the agriculture industry, and volunteers for various charitable organizations.



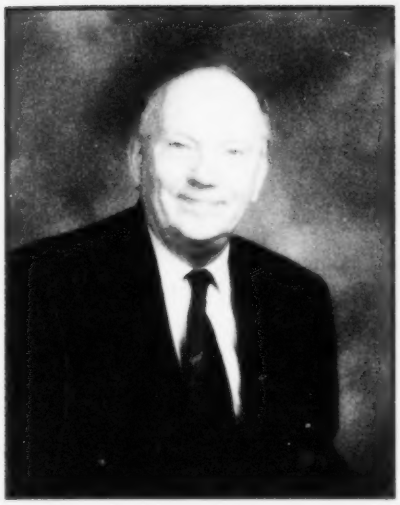
DONALD (DON) LEZETC

Don Lezetc represented employees in the designated trades on the Board until December 31, 2003. He holds trade certificates with an Interprovincial Standards (Red Seal) endorsement in the welder and boilermaker trades, as well as Alberta "A" and "B" pressure welder certificates. For over 12 years, he was the administrator for the Alberta Boilermaker Joint Apprenticeship and Training Trust Fund. Previously, he worked as the Training Fund's instructor of boilermaker and welder upgrading programs.

Don has been a member of the International Brotherhood of Boilermakers for 43 years working as a welder, boilermaker and supervisor on construction and maintenance of electric power installations, refineries, pulp mills and fertilizer plants in Alberta, British Columbia and Saskatchewan. Before becoming a Board member, he was involved in the apprenticeship and industry training system for 15 years, including serving as presiding officer for both the provincial and local apprenticeship committees in the boilermaker trades.

ALEXANDER (ALEX) MUNRO

Alex Munro represented employers in the designated trades on the Board until December 31, 2003. He holds a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the millwright trade. He has over 30 years of operations and maintenance experience in the pulp, paper and wood products industries in British Columbia and Alberta. Alex was previously employed by Millar Western Industries and Alberta Pacific Forest Industries Inc. He is presently a maintenance consultant in the forest product sector.



REMEMBERING JAKE THYGESEN

Jacob T. (Jake) Thygesen, known by many as "Mr. Apprenticeship" or "Jake the Plumber," passed away on September 19, 2003 from cancer. He was 74. Born in Denmark, Jake moved to Canada in 1951. Soon after arriving in Edmonton, he learned about the opportunities the Alberta apprenticeship system had to offer, and began working at Fuller and Knowles, a mechanical contracting company. Jake earned trade certificates in the plumber and gasfitter trades. A strong advocate for apprenticeship training, Jake received several prestigious awards over the years, including the Claude Alston Memorial Award by the Edmonton Construction Association in 1992, and the Robert Stollery Award by the Canadian Construction Association in 1997. He founded the Thygesen Scholarship, an annual award that recognizes superior apprentices, and was chair of the Alberta Apprenticeship and Industry Training Board from 1992 to 1997.

Commonly Used Apprenticeship and Industry Training Terms

Achievement in Business Competencies (Blue Seal) Program

A program established to encourage and recognize the study of business by persons certified in a designated trade or designated occupation.

Alberta Apprenticeship and Industry Training Board

Oversees the Alberta apprenticeship and industry training system. Together with industry, the Board sets Alberta's training and certification standards. The Board is comprised of a Chair and an equal number of employers and employees who work together on behalf of the designated trades and occupations.

Apprentice (Registered)

A person who is learning a trade under the supervision of a qualified tradesperson and is registered to participate in an apprenticeship program with the Apprenticeship and Industry Training division of Alberta Learning.

Apprenticeship Update

A primary vehicle for the Alberta Apprenticeship and Industry Training Board to provide information about Alberta's apprenticeship and industry training system and to inform employers, tradespeople, apprentices and trainees of changes in their trade or occupation. Also available on-line at www.tradesecrets.org, it is published three times a year with a circulation of 70,000 plus.

Certified Tradesperson

An individual who holds a trade certificate in a designated trade. Becoming a certified tradesperson can be achieved by successfully completing an apprenticeship program or by meeting industry standards through demonstrated work experience in a trade and successfully completing required examinations.

Competency Based Apprenticeship Training (CBAT)

An approach to the technical training of apprentices that allows each apprentice to progress through technical training at a rate determined by his/her own capabilities and work experience.

Designated Occupation

An occupation designated under the *Apprenticeship and Industry Training Act* by the Minister of Learning on the recommendation of industry and the Alberta Apprenticeship and Industry Training Board. Designated occupations have clearly identified competencies. When an individual has achieved the occupation's identified competencies, the Minister grants an Occupational Certificate. Participation in a designated occupation is voluntary and a certificate is not required by law for an individual to work in the occupation. There are four designated occupations in Alberta.

Designated Trade

An occupation designated under the *Apprenticeship and Industry Training Act* by the Lieutenant Governor in Council on the recommendation of industry, the Alberta Apprenticeship and Industry Training Board, and the Minister of Learning. The legislation provides for apprenticeship programs and certification of tradespeople as evidence that their qualifications meet the industry-established standards for the trade. There are 50 designated trades in Alberta.

Equivalency Document

A document that verifies that a person has credentials that are recognized as equivalent to an Alberta trade or occupational certificate. An Equivalency Document may be granted to a person whose credentials have been assessed as equivalent to Alberta standards.

Individual Learning Modules (ILMs)

ILMs are self-contained modularized learning materials specifically written for selected apprenticeship courses. Each module covers approximately four to eight hours of instruction and addresses one learning outcome in an apprenticeship technical training course outline.

Industry

Employers and employees in any particular sector or cluster, such as construction, manufacturing, transportation or service.

Interprovincial Standards (Red Seal) Program

A program that provides greater mobility for skilled workers to move from one part of Canada to another. It encourages the standardization of provincial/territorial training and certification programs. In the 45 Red Seal trades, certified tradespeople may write an industry-developed interprovincial exam and, if successful, receive a Red Seal endorsement.

Journeyman Certificate

Alberta Journeyman Certificates are granted to apprentices who successfully complete an Alberta apprenticeship program.

Local Apprenticeship Committee (LAC)

LACs are the 'grassroots' of the apprenticeship and industry training system. They stay in touch with local activities in their trade, providing local information to their trade's provincial apprenticeship committee (PAC). The Board appoints an LAC for a particular trade. Each committee consists of a minimum of five people: a presiding officer, two members representing the interests of employers and two members representing the interest of employees.

Mobile Delivery

Technical training provided by a training institution in a geographic location where the training is required.

Occupational Certificate

Alberta Occupational Certificates are granted to individuals who demonstrate they have achieved the specified competencies of a designated occupation.

Occupational Committee

Occupational committees are the 'grassroots' for their occupation. They make recommendations to the Board on any matter concerning training and certification in their occupation. The Board establishes or recognizes an occupational committee for each designated occupation. It normally consists of a presiding officer and an equal number of members representing the interests of employers and employees.

Prior Learning Assessment (PLA)

A process used to identify the learning an individual has acquired through life, work experiences, and technical training. The individual's learning is assessed to determine where the learning matches the outcomes of apprenticeship or occupational training. Based upon the results of the PLA, appropriate credit is given.

Provincial Apprenticeship Committee (PAC)

PACs are the link between the LACs of their trade and the Board. They are responsible for recommending to the Board training and certification requirements, and standards for their trade. The Board appoints a PAC for each trade. It consists of a minimum of nine people, a presiding officer, four members representing the interests of employers and four members representing the interest of employees.

Qualification Certificate

A certificate issued to individuals who, through an assessment of their prior work experience, knowledge and skills in a designated trade or occupation, demonstrate they meet the standards set for certification in Alberta.

Registered Apprenticeship Program (RAP)

A modified apprenticeship program that permits a high school student to become an apprentice while attending school, earning credit toward both a high school diploma/credential and an apprenticeship program at the same time.

Record Book

The book provided to an apprentice or a trainee by the Apprenticeship and Industry Training division of Alberta Learning in which an employer records the hours and type of work undertaken on the job as part of an apprenticeship or occupational training program.

Technical Training

This is the formal (in school) instructional component of an apprenticeship program, delivered by various training providers throughout Alberta.

Trade Certificate

Trade certificates include Journeyman Certificates, Qualification Certificates in designated trades and certificates recognized as equivalent to a trade certificate.

Trainee

A trainee is a person participating in a training program in a designated occupation approved or recognized by the Board.

Statistical Profiles

As of 2001, the statistical tables and charts were changed to reflect the actual number of people involved in the Alberta apprenticeship and industry training system. In previous years, the data reflected the number of registrations, graduations and certificates issued rather than the number of apprentices registered and the number of certified individuals. The distinction is important. The first reflects the paper processed in a given period of time and the other reflects the number of people involved.

In the past, these numbers differed minimally. With the creation of various branches of individual trades and with the availability of multiple certifications within one trade, these numbers are increasingly divergent.

Also note that the technical training information reflects the school year. Prior to 2001, technical training attendance was provided based on the calendar year for consistency with other calendar year data, e.g. registrations. The switch to school year data will hopefully provide a more accurate reading of the technical training data.

As a result of these changes, the data provided in the tables and charts that follow will not correspond to the data provided in Alberta Apprenticeship and Industry Training Annual Reports prior to 2001.

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TABLE 1

Alberta Apprenticeship and Provincial Labour Force Statistics, 1998 to 2003

	1998	1999	2000	2001	2002	2003	1998-2003 % Change
Total Apprentices Registered (all trades)	30,316	31,139	32,547	38,090	40,501	39,294	29.6%
New Apprentices Registered (all trades)	10,234	9,306	11,317	13,994	13,038	11,758	14.9%
Labour Force (thousands)	1,605.0	1,647.9	1,671.4	1,710.7	1,767.6	1,814.9	13.1%
Employed (thousands)	1,515.4	1,553.3	1,588.2	1,632.1	1,673.8	1,721.7	13.6%
Unemployed (thousands)	89.7	94.7	83.1	78.7	93.7	93.2	3.9%
Unemployment Rate (%)	5.6%	5.7%	5.0%	4.6%	5.3%	5.1%	-0.5 percentage points

Source: Alberta Learning and Alberta Human Resources and Employment

Total Apprentices Registered: Total number registered as of December 31 each year. Apprentices may be registered in more than one trade or branch of a trade within the same year but are counted here only once.

New Apprentices Registered: All apprentices registering during each calendar year. The number includes those who are returning to do an additional apprenticeship after completing one or more apprenticeships in previous years. The number does not include apprentices registered concurrently in a second or multiple trades and re-instated apprentices (unless re-instated in the same year).

TABLE 2

Total Number of Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 1998 to 2003*

TRADE	1998	1999	2000	2001	2002	2003	1998-03 Average	1998-03 % Change
Agricultural Equipment Technician	123	113	89	97	91	114	105	-14%
Appliance Service Technician	68	78	72	74	71	92	76	35%
Auto Body Technician	557	553	493	567	612	630	569	14%
Automotive Service Technician	2,334	2,368	2,278	2,392	2,658	2,761	2,465	18%
Baker	262	237	223	204	192	183	220	-35%
Boilermaker	110	120	126	180	185	201	154	83%
Bricklayer	98	121	139	152	173	179	144	83%
Cabinetmaker	401	453	435	452	449	405	433	1%
Carpenter	2,212	2,216	2,447	2,720	2,899	2,877	2,562	30%
Communication Technician	156	216	301	423	382	284	293	83%
Concrete Finisher	57	61	59	74	61	52	61	-9%
Cook	1,124	1,039	932	1,029	1,032	1,059	1,036	-6%
Crane and Hoisting Equipment Operator	521	602	819	1,215	1,330	1,408	982	170%
Electrical Motor Systems Technician	58	55	46	51	56	52	53	-7%
Electrician	3,925	4,185	5,000	5,947	6,817	6,494	5,349	65%
Electronic Technician	81	63	53	56	48	33	56	-59%
Elevator Constructor	29	65	121	121	114	86	95	121%
Floorcovering Installer	56	55	51	53	49	36	50	-38%
Gasfitter	201	185	169	186	176	246	190	22%
Glazier	91	111	125	136	159	156	130	71%
Hairstylist	1,389	1,358	1,481	1,776	1,802	1,883	1,633	36%
Heavy Equipment Technician	2,564	2,564	2,442	2,597	2,634	2,571	2,560	0%
Instrument Technician	965	1,012	1,049	1,401	1,660	1,346	1,221	39%
Insulator	232	249	426	531	694	558	448	141%
Ironworker	128	170	230	323	373	341	270	171%
Ironworker - Metal Building Systems Erector	126	102	70	98	85	80	85	-43%
Landscape Gardener	145	224	222	199	193	185	205	23%
Lather-Interior Systems Mechanic	42	67	68	106	82	87	77	107%
Locksmith	70	74	66	61	63	58	66	-27%
Machinist	842	879	785	896	882	867	874	6%
Millwright	1,268	1,241	1,283	1,365	1,405	1,321	1,291	9%
Motorcycle Mechanic	108	113	114	125	134	138	122	27%
Outdoor Power Equipment Technician	N/A	N/A	N/A	42	52	84	N/A	N/A

TABLE 2 Continued

Total Number of Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 1998 to 2003*

TRADE	1998	1999	2000	2001	2002	2003	1998-03 Average	1998-03 % Change
Painter and Decorator	145	144	140	155	170	150	151	3%
Parts Technician	632	678	622	662	641	613	641	-3%
Plumber	1,413	1,710	1,893	2,168	2,463	2,606	2,042	84%
Power Lineman	135	136	156	199	254	278	193	106%
Power System Electrician	58	68	65	78	86	107	77	84%
Recreation Vehicle Service Technician	108	119	105	94	101	111	106	3%
Refrigeration and Air Conditioning Mechanic	384	399	406	436	476	495	433	29%
Roofer	97	125	113	118	129	152	122	57%
Sawfiler	31	25	28	23	20	20	25	-35%
Sheet Metal Worker	647	700	730	829	887	971	794	50%
Sprinkler Systems Installer	105	136	195	233	247	244	193	132%
Steamfitter-Pipefitter	1,087	1,200	1,359	1,711	1,863	1,801	1,504	66%
Structural Steel and Plate Fitter	178	154	130	172	152	137	154	-23%
Tilesetter	28	48	62	62	54	49	51	75%
Tool and Die Maker *(Note 2)*	N/A	N/A	N/A	N/A	N/A	10	N/A	N/A
Transport Refrigeration Technician	41	46	41	47	49	48	45	17%
Water Well Driller	35	24	30	35	37	34	33	-3%
Welder	4,644	4,513	4,359	5,421	5,461	4,641	4,840	0%
TOTAL	**30,266**	**31,105**	**32,536**	**38,089**	**40,501**	**39,294**	**35,299**	**30%**

Source:

N/A =

Note 1:

Note 2:

TABLE 3

Total and New Apprentices Registered by Branch, 2003

Auto Body Technician	Total Registered Apprentices	New Apprentices Registered
Prepper	6	7
Refinisher	104	32
Repairer	48	24
Technician *(Note 1)*	472	152
Total	**630**	**215**

Heavy Equipment Technician	Total Registered Apprentices	New Apprentices Registered
Heavy Equipment Technician	2,089	568
Heavy Duty Equipment Mechanic (Off Road)	118	52
Transport Trailer Mechanic	126	66
Truck and Transport Mechanic	238	90
Total	**2,571**	**776**

Crane and Hoisting Equipment Operator	Total Registered Apprentices	New Apprentices Registered
Boom Truck		
Heavy Boom Truck	323	173
Medium Boom Truck	279	131
Wellhead Boom Truck	438	266
Mobile Crane	347	107
Tower Crane	21	9
Total	**1,408**	**686**

Outdoor Power Equipment Technician	Total Registered Apprentices	New Apprentices Registered
Power	25	8
Turf	4	2
Marine	14	9
Recreational	21	12
Total	**64**	**31**

Source: Alberta Learning

Note 1: Apprentices registered in a single branch of the auto body technician trade are counted under the branch in which they are registered. Apprentices registered concurrently in both the refinisher and repairer branches of the trade are counted under the Technician heading.

TABLE 4

New Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 1998 to 2003*

TRADE	1998	1999	2000	2001	2002	2003	1998-03 Average	1998-03 % Change
Agricultural Equipment Technician	69	30	34	53	57	45	48	-35%
Appliance Service Technician	21	26	25	29	26	37	27	76%
Auto Body Technician	145	145	168	205	197	215	179	48%
Automotive Service Technician	666	596	614	766	846	758	708	14%
Baker	78	62	88	57	54	72	69	-8%
Boilermaker	34	33	39	81	40	46	46	35%
Bricklayer	46	50	53	41	67	49	51	7%
Cabinetmaker	105	136	115	129	119	114	120	9%
Carpenter	735	904	827	916	1,009	1,099	915	50%
Communication Technician	55	95	167	183	66	30	99	-45%
Concrete Finisher	20	29	17	38	23	19	24	-5%
Cook	328	355	349	404	381	391	368	19%
Crane and Hoisting Equipment Operator	257	297	451	705	641	686	506	167%
Electrical Motor Systems Technician	16	12	13	18	16	15	15	-6%
Electrician	1,288	1,179	1,560	1,899	1,807	1,480	1,536	15%
Electronic Technician	16	12	17	19	8	8	13	-50%
Elevator Constructor	16	54	44	13	11	11	25	-31%
Floorcovering Installer	16	23	21	21	16	7	17	-56%
Gasfitter	77	50	71	58	77	121	76	57%
Glazier	23	50	50	45	62	43	46	87%
Hairstylist	653	659	739	806	847	893	766	37%
Heavy Equipment Technician	847	618	703	851	891	776	781	-8%
Instrument Technician	290	264	296	559	580	302	299	4%
Insulator	81	86	248	161	316	110	167	36%
Ironworker	51	76	109	171	103	78	98	53%
Ironworker - Metal Building Systems Erector	47	43	29	40	38	22	37	-53%
Landscape Gardener	52	62	68	61	55	58	59	12%
Lather-Interior Systems Mechanic	9	30	23	60	25	39	32	333%
Locksmith	13	21	14	16	16	13	16	0%
Machinist	339	142	198	334	224	210	241	-38%
Millwright	305	329	335	484	408	219	347	-13%
Motorcycle Mechanic	40	31	48	40	49	52	43	30%
Outdoor Power Equipment Technician (Note 1)	N/A	N/A	N/A	24	38	31	N/A	N/A
Painter and Decorator	46	50	59	58	66	56	56	22%
Parts Technician	208	241	190	229	204	216	214	5%
Plumber	465	559	564	686	819	797	652	71%
Power Lineman	36	40	68	67	86	75	67	108%

TABLE 4 Continued

New Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 1998 to 2003*

TRADE	1998	1999	2000	2001	2002	2003	1998-03 Average	1998-03 % Change
Power System Electrician	22	29	23	36	43	41	32	86%
Recreation Vehicle Service Technician	47	38	26	32	44	46	39	-2%
Refrigeration and Air Conditioning Mechanic	84	104	109	122	146	162	121	93%
Roofer	42	48	35	41	39	59	44	40%
Sawfiler	7	4	11	3	5	7	6	0%
Sheet Metal Worker	185	189	248	260	284	299	244	62%
Sprinkler Systems Installer	34	68	82	70	69	61	64	79%
Steamfitter-Pipefitter	384	338	501	662	528	501	486	30%
Structural Steel and Plate Fitter	48	41	46	69	41	40	48	-17%
Tilesetter	9	27	22	22	18	18	19	100%
Tool and Die Maker *(Note 2)*	N/A	N/A	N/A	N/A	N/A	15	N/A	N/A
Transport Refrigeration Technician	10	16	20	18	9	9	14	-10%
Water Well Driller	14	9	18	19	15	10	14	-29%
Welder	1,792	1,002	1,637	2,293	1,497	1,197	1,570	-33%
TOTAL	**10,229**	**9,305**	**11,312**	**13,994**	**13,038**	**11,758**	**11,606**	**15%**

Source

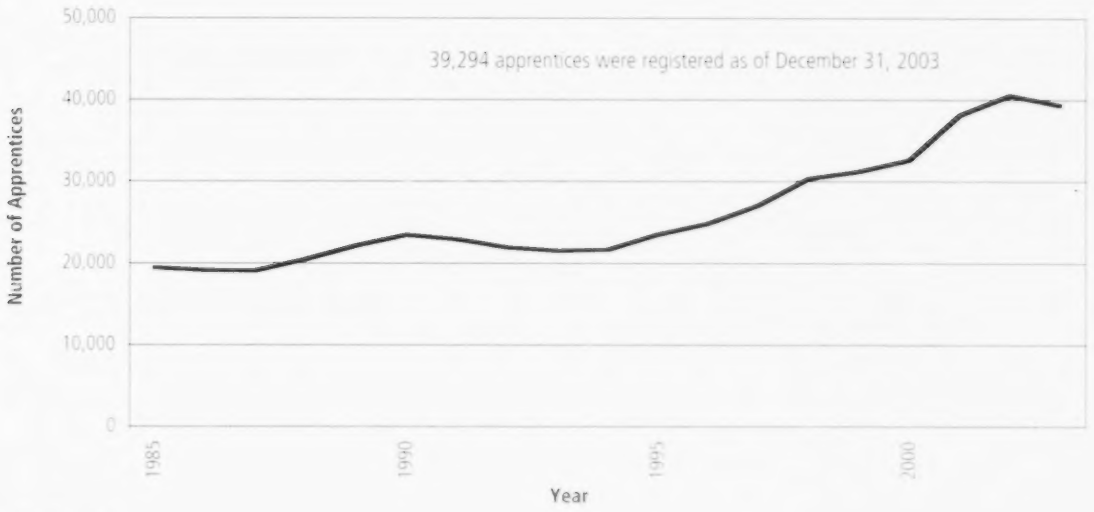
N/A

Note 1

Note 2

CHART 1

Total Number of Apprentices Registered by Year, 1985 to 2003*

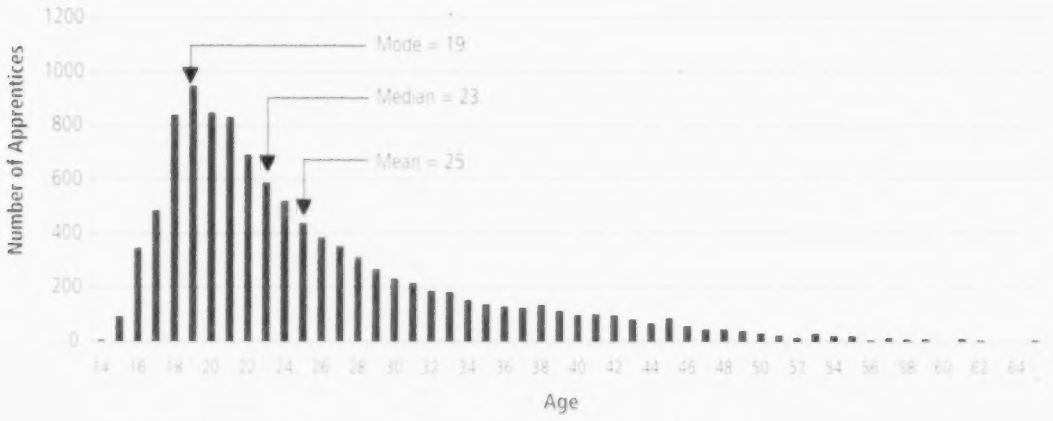


Source: Alberta Learning

* This graph represents statistics covering calendar years (January to December)

CHART 2

Age of Alberta Apprentices Registered in First Trade, 2003*



Total Number of Alberta Apprentices Registering for First Time in First Trade in 2003 = 10,331**

Source: Alberta Learning

* Age at date of registration

** The 10,331 total in the chart above includes only individuals registered for the first time in a first trade in Alberta. This number differs from the total number of new apprentices registered (11,758) as presented in Table 3. The number of new apprentices registered includes those who are returning to do an additional apprenticeship after completing one or more apprenticeships in previous years.

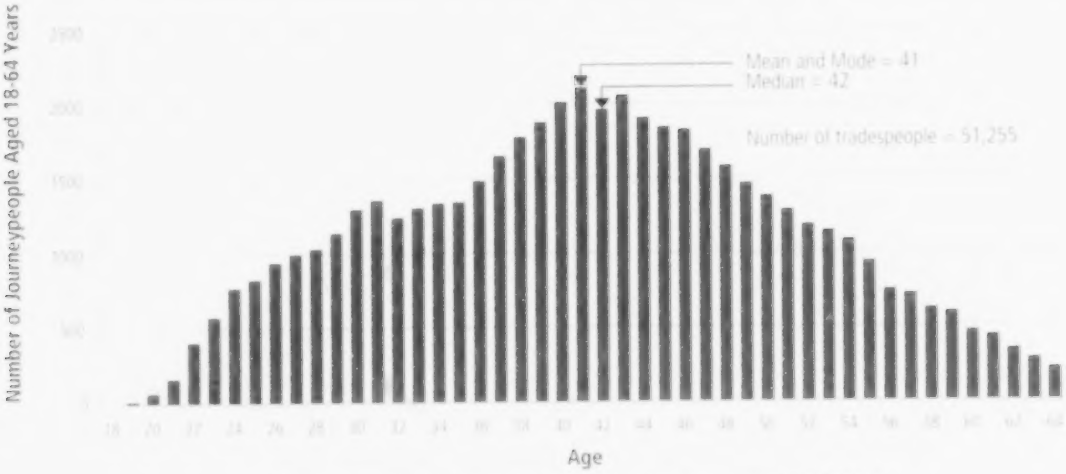
Mean - defined as the sum of the ages of all apprentices divided by the total number of apprentices involved, i.e., ***average age***

Median - defined as the ***middle age*** category with an equal number of apprentices younger and older than this group

Mode - defined as the largest age category or ***most frequent age*** of apprentices

CHART 3

Age of Alberta Tradespeople, 2001 - All Trades*



Based on employed tradespeople count at last shop registration, 1999-2001
Not necessarily indicative of total employed tradespeople in Alberta

Source: Alberta Learning

* Results reflect a snapshot in time. They are based on tradespeople counts from shop registrations between October 31, 1999 to November 1, 2001 (24 months).

* The count of tradespeople includes individuals who have obtained a Journeyman Certificate, a Qualification Certificate and an Equivalency Document.

* Only tradespeople of working age are included. Those aged 65 or more are excluded although it is recognized that there are tradespeople aged 65 or more who are working in their trade.

* The count of the tradespeople captured in the sample is by trade and totals 51,255.

* Age is calculated as of November 1, 2001.

Mean - defined as the sum of the ages of all tradespeople divided by the total number of apprentices involved, i.e., ***average age***.

Median - defined as the ***middle age*** category with an equal number of tradespeople younger and older than this group.

Mode - defined as the largest age category or ***most frequent age*** of tradespeople.

TABLE 5

Total Number of Individuals Certified, 2003*

TRADE/OCCUPATION	Journeyman/ Occupational Certificates Issued to Completed Apprentices and Trainees	Interprovincial Red Seals Issued to Completed Apprentices	Qualification Certificates *(Note 1)*	Interprovincial Red Seals Issued to Certified Journeymen *(Note 2)*	Equivalency Documents *(Note 3)*
Agricultural Equipment Technician	16	13	1	1	0
Appliance Service Technician	6	6	5	6	0
Auto Body Technician**	65	50	20	21	2
Automotive Service Technician	281	256	31	45	78
Baker	44	21	4	4	0
Boilermaker	20	18	1	1	0
Bricklayer	14	12	0	0	0
Cabinetmaker	54	54	0	0	0
Carpenter	232	164	9	11	3
Communication Technician	78	N/A	0	N/A	0
Concrete Finisher	7	5	0	0	0
Cook	124	108	15	22	11
Crane and Hoisting Equipment Operator**	173	62	111	9	3
Electrical Motor Systems Technician	8	6	1	0	0
Electrician	667	370	33	39	14
Electronic Technician	5	4	3	4	0
Elevator Constructor	3	N/A	1	N/A	1
Floorcovering Installer	3	3	0	0	0
Gasfitter	22	N/A	12	N/A	66
Glazier	14	14	0	0	0
Hairstylist	493	311	15	59	40
Heavy Equipment Technician**	518	451	105	63	41
Instrument Technician	175	142	29	30	2
Insulator	31	24	0	0	0
Ironworker	53	41	11	12	4
Ironworker - Metal Building Systems Erector	7	N/A	11	N/A	0
Landscape Gardener	20	N/A	0	N/A	0
Lather-Interior Systems Mechanic	5	4	0	0	0
Locksmith	0	N/A	0	N/A	0
Machinist	96	85	1	1	0
Millwright	203	179	16	18	3
Motorcycle Mechanic	16	16	8	9	0
Outdoor Power Equipment Technician	2	N/A	5	N/A	0
Painter and Decorator	15	14	1	1	0

TABLE 5 Continued

Total Number of Individuals Certified, 2003*

TRADE/OCCUPATION	Journeyman/ Occupational Certificates Issued to Completed Apprentices and Trainees	Interprovincial Red Seals Issued to Completed Apprentices	Qualification Certificates *(Note 1)*	Interprovincial Red Seals Issued to Certified Journeymen *(Note 2)*	Equivalency Documents *(Note 3)*
Parts Technician	116	114	3	3	2
Plumber	206	246	7	4	7
Power Engineer	18	17	4	3	2
Power System Electrician	11	N/A	4	N/A	3
Recreation Vehicle Service Technician	13	10	1	1	1
Refrigeration and Air Conditioning Mechanic	71	71	2	2	1
Roofer	4	5	0	0	0
Sheet Metal Worker	5	N/A	2	N/A	0
Sprinkler System Installer	21	23	0	0	0
Steamfitter-Pipefitter	132	101	24	23	4
Structural Steel and Plate Fitter	25	25	4	1	1
Tilesetter	9	8	0	0	0
Tool and Die Maker	6	3	1	2	1
Transport Refrigeration Technician	5	N/A	0	N/A	0
Water Well Driller	4	N/A	2	N/A	1
Welder	852	735	50	68	23
Total - Trades	5,100	3,828	601	475	312
Construction Craft Labourer	3	N/A	41	N/A	N/A
Gas Utility Operator	18	N/A	1	N/A	N/A
Plasterer *(Note 4)*	0	N/A	0	N/A	N/A
Steel Erector	0	N/A	0	N/A	N/A
Warehousing	8	N/A	11	N/A	N/A
Total - Occupations	21	N/A	52	N/A	N/A
TOTAL	**5,121**	**3,828**	**603**	**475**	**312**

Source

Note 1

Note 2

Note 3

Note 4

www.tradesecrets.org

TABLE 6

Total Number of Completed Apprentices and Trainees Certified, and Total Number of Individuals Issued Qualification Certificates, 1998 to 2003

TRADE/OCCUPATION	1998	1999	2000	2001	2002	2003
Agricultural Equipment Technician	24	36	23	22	13	16
Appliance Service Technician	12	2	5	9	11	6
Auto Body Technician	53	76	63	60	44	69
Automotive Service Technician	256	317	268	312	291	261
Baker	36	63	40	39	33	44
Bodymaker	18	19	28	12	20	20
Bricklayer	6	12	6	15	24	14
Cabinetmaker	36	39	36	37	30	54
Carpenter	187	191	163	191	236	232
Communication Technician	8	5	28	35	66	78
Concrete Finisher	8	6	6	11	19	7
Cook	152	183	139	144	128	124
Crane and Hoisting Equipment Operator	109	121	91	136	116	173
Electrical Motor Systems Technician	7	3	11	7	3	8
Electrician	397	433	383	424	427	461
Electronic Technician	11	12	2	5	7	5
Elevator Constructor	2	3	4	4	4	2
Floorlayer, Resilient	7	12	1	4	5	3
Gasfitter	51	61	62	63	53	77
Glazier	8	7	9	11	4	16
Hairstylist	437	474	423	406	372	462
Heavy Equipment Technician	352	401	364	390	438	518
Instrument Technician	108	99	116	109	119	119
Insulator	30	31	18	27	32	31
Ironworker	6	16	11	22	41	44
Ironworker, Metal Building Systems Erector	15	21	16	9	8	7
Landscape Gardener	23	31	21	27	31	20
Lather, Interior Systems Mechanic	3	3	8	3	3	5
Locksmith	7	4	5	3	4	3
Machinist	115	132	117	95	126	96
Millwright	132	186	130	109	117	161
Mobile Crane Operator	29	37	17	9	31	16
Motor Vehicle Equipment Technician (Body)	3	3	3	2	2	2
Painter and Decorator	30	31	19	31	33	15
Pipe Technician	31	35	30	20	29	19
Plumber	179	191	187	176	209	208
Power Lineman	19	29	17	26	11	19
Power Systems Electrician	8	16	12	9	12	11

TABLE 6 Continued

Total Number of Completed Apprentices and Trainees Certified, and Total Number of Individuals Issued Qualification Certificates, 1998 to 2003

TRADE/OCCUPATION	1998	1999	2000	2001	2002	2003
Recreation Vehicle Service Technician	7	14	13	26	13	13
Refrigeration and Air Conditioning Mechanic	54	57	53	59	61	71
Roofer	13	9	9	9	2	8
Sawfiler	11	6	4	7	5	5
Sheet Metal Worker	39	62	64	46	73	71
Sprinkler Systems Installer	11	21	16	12	24	23
Steamfitter-Pipefitter	78	98	74	100	123	132
Structural Steel and Plate Fitter	23	26	16	7	22	25
Tilesetter	1	1	0	3	4	9
Tool and Die Maker	N/A	N/A	N/A	N/A	N/A	0
Transport Refrigeration Technician	5	4	8	6	2	6
Water Well Driller	10	5	4	6	7	4
Welder	629	646	639	610	687	652
Total - Trades	3,589	4,104	3,955	4,360	4,833	5,109
Construction Craft Labourer	109	377	257	134	6	3
Gas Utility Operator	10	12	10	10	7	10
Plasterer (Note 2)	3	0	0	1	0	0
Steel Erector	N/A	N/A	N/A	N/A	N/A	N/A
Weatherizing	140	221	150	11	3	3
Total - Occupations	262	1,110	417	156	16	21
Total - Qualification Certificates	208	273	342	435	544	603
TOTAL	4,435	5,577	4,714	4,951	5,273	5,724

Source:

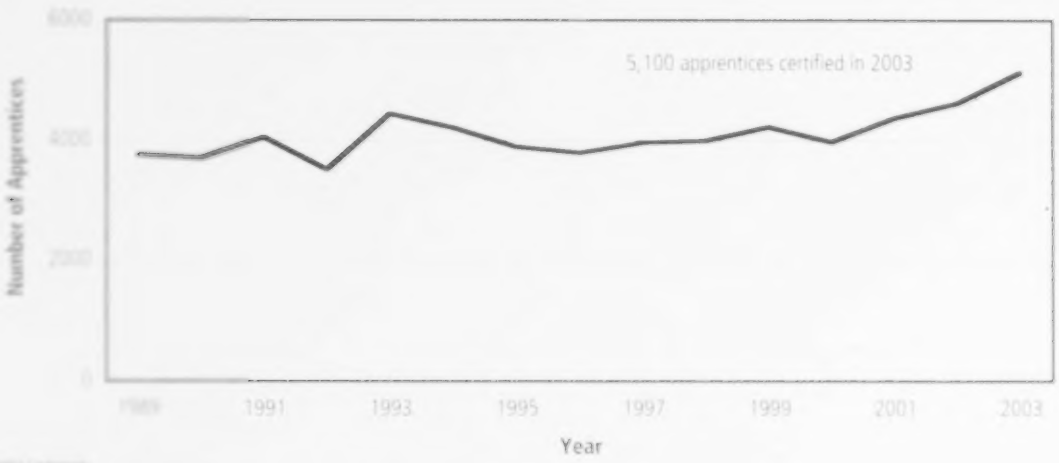
N/A =

Note 1:

Note 2:

CHART 4

Completed Apprentices Certified, 1989 to 2003*



Source: Alberta Learning

*This graph represents statistics covering calendar years (January to December).

TABLE 7

Technical Training Attendance by Institution and School Year*, 1998/99 to 2003/04

	1998/99	1999/00	2000/01	2001/02	2002/03	2003/04*
Delmar College of Hair Design *(Note 1)*	65	89	93	119	117	122
Fairview College	710	671	667	763	797	816
Keyano College	406	396	394	461	456	484
Lakeland College	610	542	584	677	778	756
Lethbridge Community College	503	590	625	690	696	647
Marvel College *(Note 1)*	57	54	73	84	81	88
Medicine Hat College	271	249	270	294	339	319
Northern Alberta Institute of Technology	6,785	6,974	7,114	8,005	8,897	9,164
Olds College	226	220	200	203	208	199
Petroleum Industry Training Service *(Note 2)*	5	2	80	77	112	55
Portage College	0	0	0	47	45	33
Red Deer College	1,164	1,322	1,450	1,683	1,906	1,793
Southern Alberta Institute of Technology	4,329	4,447	4,706	5,075	5,559	5,652
Other Training Providers *(Note 3)*	47	24	31	79	81	72
TOTAL	**15,173**	**15,580**	**16,287**	**18,257**	**20,070**	**20,201**

Source:

Note 1:

Note 2:

Note 3:

www.tradesecrets.org

TABLE 8

Total Number of Apprentices by Trade and Period (or Year) of Training, 2003*

TRADE	1st Period	2nd Period	3rd Period	4th Period	9th Period *(Note 1)*	Total Apprentices
Agricultural Equipment Technician	51	25	26	7	5	114
Appliance Service Technician	55	14	23	N/A	0	92
Auto Body Technician	260	331	10	N/A	29	630
Automotive Service Technician	979	484	677	342	279	2,761
Baker	67	34	27	N/A	55	183
Boilermaker	39	59	62	13	28	201
Bricklayer	40	82	31	N/A	26	179
Cabinetmaker	147	93	74	82	9	405
Carpenter	1,389	545	379	404	160	2,877
Communication Technician	59	43	56	54	72	284
Concrete Finisher	12	16	N/A	N/A	24	52
Cook	387	223	210	N/A	239	1,059
Crane and Hoisting Equipment Operator	976	68	154	N/A	210	1,408
Electrical Motor Systems Technician	11	16	3	14	8	52
Electrician	1,741	1,748	1,261	1,409	335	6,494
Electronic Technician	17	3	9	0	4	33
Elevator Constructor	0	1	3	N/A	82	86
Floorcovering Installer	19	8	N/A	N/A	9	36
Gasfitter	112	38	45	N/A	51	246
Glazier	49	45	34	21	7	156
Hairstylist	527	460	N/A	N/A	896	1,883
Heavy Equipment Technician	960	503	514	298	298	2,571
Instrument Technician	456	230	205	197	249	1,340
Insulator	315	115	77	N/A	51	558
Ironworker	139	64	104	N/A	23	241
Ironworker - Metal Building Systems Erector	47	N/A	N/A	N/A	13	60
Landscape Gardener	24	45	23	0	23	115
Lather-Interior Systems Mechanic	26	37	13	N/A	11	87
Millwright	203	226	236	142	90	897
Motorcycle Mechanic	44	44	7	15	24	128
Outdoor Power Equipment Technician	16	7	14	N/A	7	64
Painter and Decorator	77	71	46	N/A	6	150
Parts Technician	249	190	160	N/A	24	623
Plumber	1,031	608	420	394	103	2,606

TABLE 8 Continued

Total Number of Apprentices by Trade and Period (or Year) of Training, 2003*

TRADE	1st Period	2nd Period	3rd Period	4th Period	9th Period *(Note 1)*	Total Apprentices
Power Lineman	101	75	74	N/A	28	278
Power System Electrician	12	19	29	45	2	107
Recreation Vehicle Service Technician	51	28	3	N/A	18	111
Refrigeration and Air Conditioning Mechanic	150	133	104	77	37	495
Roofer	69	39	25	N/A	9	152
Sawfiler	9	4	5	2	0	20
Sheet Metal Worker	382	192	192	152	43	971
Sprinkler Systems Installer	73	56	55	N/A	60	244
Steamfitter-Pipefitter	637	506	314	246	98	1,801
Structural Steel and Plate Fitter	42	52	36	N/A	7	137
Tilesetter	16	21	8	N/A	4	49
Tool and Die Maker (Note 2)	5	7	7	N/A	0	10
Transport Refrigeration Technician	7	16	3	N/A	22	48
Water Well Driller	20	9	N/A	N/A	5	34
Welder	1,618	1,331	1,257	N/A	435	4,641
TOTAL	**14,165**	**9,326**	**7,295**	**4,163**	**4,245**	**39,294**

Source:

N/A =

Note 1:

Note 2:

www.tradesecrets.org

TABLE 9

Number of Apprentices Registered, Certified and Attending Technical Training by Apprenticeship and Industry Training Office Locations, 2003*

	Total Apprentices Registered	New Apprentices Registered	Apprentices Certified	Technical Training Attendance**
Calgary	10,018	3,080	1,370	5,226
Lethbridge	1,360	400	210	790
Medicine Hat	1,147	388	169	626
Red Deer	3,274	1,090	500	1,855
Total - South Region	**15,799**	**4,958**	**2,249**	**8,497**
Bonnyville	1,009	302	100	497
Edmonton	15,249	4,179	1,929	7,903
Fort McMurray	2,033	614	201	848
Grande Prairie	1,547	536	220	792
Hinton	627	198	82	304
Peace River	622	192	78	329
Slave Lake	733	265	59	316
Vermilion	855	292	161	541
Total - North Region	**22,675**	**6,578**	**2,830**	**11,530**
Total - Regions	**38,474**	**11,536**	**5,079**	**20,027**
Interprovincial - Training Only *(Note 1)*	579	140	N/A	232
Interprovincial/International - Training and Certification *(Note 2)*	241	82	21	36
Total - Other	**820**	**222**	**21**	**268**
TOTAL	**39,294**	**11,758**	**5,100**	**20,295** *(Note 3)*

Source:

* Data are as reported by Industry Training Offices and Boards. Totals are missing some apprentices registered with Industry Training Offices and Boards who are located outside the province.

** Apprentices attend the courses of technical training each year.

Note 1:

Note 2:

Note 3:

TABLE 10

Industry Committee Meetings by Trade/Occupation, 2003

TRADE/OCCUPATION	Provincial Apprenticeship Committees/ Occupational Committees	Provincial Apprenticeship Sub-Committees/ Occupational Sub-Committees (Note 2)	Total Provincial Apprenticeship/ Occupational Committees	Total Local Apprenticeship Committees	Total All Committees
Agricultural Equipment Technician	0	3	3	N/A	3
Appliance Service Technician	1	1	2	0	2
Auto Body Technician	2	4	6	1	7
Automotive Service Technician	2	7	9	4	13
Baker	0	1	1	1	2
Boilermaker	1	0	1	N/A	1
Bricklayer	0	3	3	1	4
Cabinetmaker	0	6	6	1	7
Carpenter	0	1	1	5	6
Communication Technician	0	4	4	2	6
Concrete Finisher	0	1	1	N/A	1
Cook	0	4	4	1	5
Crane and Hoisting Equipment Operator	0	4	4	3	7
Electrical Motor Systems Technician	1	2	3	2	5
Electrician	0	3	3	5	8
Electronic Technician	1	3	4	1	5
Elevator Constructor	0	1	1	N/A	1
Floorcovering Installer	0	0	0	N/A	0
Gasfitter	0	1	1	1	2
Glazier	1	1	2	3	5
Hairstylist	1	2	3	5	8
Heavy Equipment Technician	1	2	3	8	11
Instrument Technician	1	2	3	1	4
Insulator	0	0	0	N/A	0
Ironworker	1	0	1	0	1
Landscape Gardener	1	1	2	0	2
Lather-Interior Systems Mechanic	1	4	5	N/A	5
Locksmith	1	2	3	1	4
Machinist	0	0	0	1	1
Millwright	1	1	2	5	7
Motorcycle Mechanic	1	1	2	3	5
Outdoor Power Equipment Technician	2	2	4	N/A	4
Painter and Decorator	1	1	2	2	4
Parts Technician	0	2	2	4	6

TABLE 10 Continued

Industry Committee Meetings by Trade/Occupation, 2003

TRADE/OCCUPATION	Provincial Apprenticeship Committees/ Occupational Committees	Provincial Apprenticeship Sub-Committees/ Occupational Sub-Committees (Note 2)	Total Provincial Apprenticeship/ Occupational Committees	Total Local Apprenticeship Committees	Total All Committees
Plumber	1	1	2	1	3
Power Lineman	1	2	3	2	5
Power System Electrician	0	6	6	N/A	6
Recreation Vehicle Service Technician	0	1	1	4	5
Refrigeration and Air Conditioning Mechanic	2	3	5	1	6
Roofer	2	2	4	0	4
Sawfiler	0	0	0	N/A	0
Sheet Metal Worker	1	7	8	2	10
Sprinkler Systems Installer	0	1	1	0	1
Steamfitter- Pipefitter	1	5	6	0	6
Structural Steel and Plate Fitter	1	0	1	N/A	1
Tilesetter	0	1	1	1	2
Tool and Die Maker	1	0	1	N/A	1
Transport Refrigeration Technician	0	0	0	N/A	0
Water Well Driller	0	0	0	N/A	0
Welder	0	2	2	8	10
Total - All Trades	**31**	**101**	**132**	**80**	**212**
Construction Craft Labourer Occupation	1	0	1	N/A	1
Gas Utility Operator Occupation	0	0	0	N/A	0
Plasterer Occupation *(Note 1)*	0	0	0	N/A	0
Steel Detailer	3	3	6	N/A	6
Warehousing Occupation	1	3	4	N/A	4
Total - All Occupations	**5**	**6**	**11**	**N/A**	**11**
Total - All Trades and Occupations	**36**	**107**	**143**	**80**	**223**

Source

N/A

Note 1

Note 2

TABLE 11

Number of Participants in the Registered Apprenticeship Program (RAP) by Trade as of December 31, 2003

TRADE	High School	Full Time	Certified *(Note 1)*
Agricultural Equipment Technician	8	6	7
Appliance Service Technician	3	2	0
Auto Body Technician	42	52	13
Automotive Service Technician	131	207	60
Baker	4	6	3
Boilermaker	1	0	0
Bricklayer	3	7	1
Cabinetmaker	12	34	4
Carpenter	101	130	18
Communication Technician	0	1	1
Concrete Finisher	4	2	0
Cook	64	69	10
Crane and Hoisting Equipment Operator	2	5	3
Electrical Motor Systems Technician	0	0	0
Electrician	111	193	36
Electronic Technician	1	1	0
Elevator Constructor	0	0	0
Floorcovering Installer	3	1	1
Gasfitter	3	4	0
Glazier	4	7	1
Hairstylist	107	128	98
Heavy Equipment Technician	107	161	68
Instrument Technician	25	41	5
Insulator	2	0	0
Ironworker	1	3	0
Ironworker - Metal Building Systems Erector	0	2	0
Landscape Gardener	5	5	0
Lather-Interior Systems Mechanic	4	3	0
Locksmith	5	4	0
Machinist	16	36	8
Millwright	17	48	9
Motorcycle Mechanic	15	10	3
Outdoor Power Equipment Technician	12	2	0
Painter and Decorator	2	1	1
Parts Technician	26	19	18
Plumber	47	45	12
Power Lineman	3	4	2
Power System Electrician	0	1	0

TABLE 11 Continued

Number of Participants in the Registered Apprenticeship Program (RAP) by Trade as of December 31, 2003

TRADE	High School	Full Time	Certified *(Note 1)*
Recreational Vehicle Service Technician	4	1	2
Refrigeration and Air Conditioning Mechanic	4	11	2
Roofer	4	1	0
Sawfiler	2	1	0
Sheet Metal Worker	19	15	0
Sprinkler Systems Installer	1	7	0
Steamfitter-Pipefitter	20	28	4
Structural Steel and Plate Fitter	1	3	1
Tilesetter	1	1	0
Tool and Die Maker	0	0	0
Transport Refrigeration Mechanic	1	2	0
Water Well Driller	0	2	0
Welder	131	233	96
TOTAL	**1,074**	**1,545**	**487**

(Note 1)

Source:

High School -

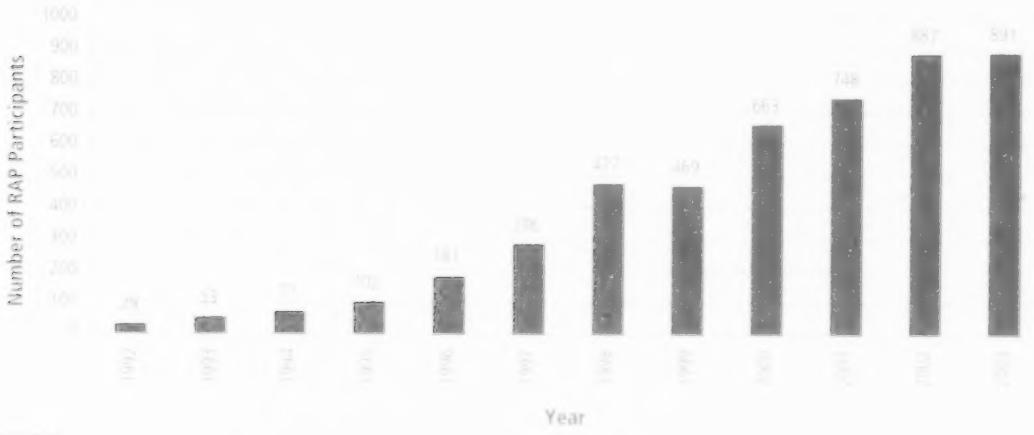
Full Time -

Certified -

Note 1 -

CHART 5

Number of New Registrants in the Registered Apprenticeship Program (RAP) by Year, 1992 to 2003*



Source:

2002-2003 Top Apprentice Award Recipients

	Recipient	Trade	City/Town	Employer
1	Dany Albert	Crane and Hoisting Equipment Operator - Mobile Crane	Edmonton	Sterling Crane
2	Curtis Archibald	Transport Refrigeration Technician	Calgary	Thermo King Western Ltd.
3	Derek Aspin	Instrument Technician	Fox Creek	Central Alberta Midstream
4	Leigh-Ann Ball	Hairstylist	Sherwood Park	Pure Elements Hair Body
5	Heath Barnfield	Insulator	Sexsmith	Trans Peace Construction (1987) Ltd.
6	Patrick Baxter	Tilesetter	Calgary	Gordon Mills Ceramics Ltd.
7	Bobbie Beddoes	Landscape Gardener	Calgary	JVR Landscape Inc.
8	Kelly Bon	Ironworker	Leduc	Ironworkers Apprenticeship Administration Agency
9	Adam Bramer	Auto Body Technician - Auto Body Repairer	Calgary	Cardinal Coach Lines Ltd.
10	Trevor Brisson	Boilermaker	Morinville	Boilermakers Apprenticeship Agency
11	Corwin Buck	Parts Technician	Grande Prairie	Ken Sargent Pontiac Buick GMC
12	Duane Bugbee	Floorcovering Installer	Innisfail	Waydar Holdings Ltd.
13	Jeffrey Chubaty	Power Lineman	Edmonton	Aquila Networks Canada
14	Craig Collins	Heavy Equipment Technician	Fort McMurray	Syncrude Canada Ltd.
15	Kenton Copley	Roofer	Edmonton	Standard Roofing Company Inc.
16	Mark Dabrowski	Carpenter	Calgary	Cowling Construction
17	Joseph Elias	Structural Steel and Plate Fitter	Ardrossan	Whitemud Ironworkers Ltd.
18	Barry Esau	Sheet Metal Worker	Stettler	Action Plumbing & Excavating (1998) Ltd.
19	Frederick Goertzen	Crane and Hoisting Equipment Operator - Medium Boom Truck	Edmonton	Albos Developments Ltd.
20	Jeffrey Helm	Ironworker - Metal Building Systems Erector	Leduc	Clark Builders
21	Michael Holmes	Painter and Decorator	Calgary	Harding's Painting Inc.
22	Gary Kinsey	Refrigeration and Air Conditioning Mechanic	Beaumont	Nordic Mechanical Services Ltd.
23	Jason Krushen	Automotive Service Technician	Grande Prairie	Jim Hansen's Gateway Ford Lincoln Sales Inc.
24	Frances Lemoine	Cabinetmaker	Edmonton	Mantels Plus More Custom Woodworking Ltd.
25	Lorne Lougheed	Sawfiler	Grande Prairie	Weyerhaeuser Canada Ltd.
26	Brian Marks	Crane and Hoisting Equipment Operator - Wellhead Boom Truck	Grand Prairie	Lonkar Services Ltd.
27	Jaclyn Mastrobuono	Baker	Blackfalds	Garden Market IGA
28	Kelly Mather	Crane and Hoisting Equipment Operator - Heavy Boom Truck	Beaumont	Cobra Oilfield Hauling Ltd.
29	David Millar	Lather Interior Systems Mechanic	Edmonton	Ceiling Centre Corporation
30	Jason Parsons	Electrical Motor Systems Technician	Fort McMurray	Quality Rewind & Electric
31	Lloyd Penner	Machinist	Calgary	Herma Tech Mechanical Corp.

2002-2003 Top Apprentice Award Recipients Continued

	Recipient	Trade	City/Town	Employer
32	Kristofor Pitt	Welder	Calgary	AAA Steel Ltd.
33	Jordan Purdy	Sprinkler Systems Installer	Calgary	Upper Valley Fire Protection Ltd.
34	David Reithmayer	Steamfitter- Pipefitter	Vegreville	Kon's Welding Ltd.
35	Sheldon Rideout	Communication Technician	Sherwood Park	Telus Communications (Edmonton) Inc.
36	Wade Ruff	Gasfitter - 1st Class	Wetaskiwin	Magnum Mechanical Systems Ltd.
37	Aaron Schneider	Plumber and Gasfitter 2nd Class	Medicine Hat	Pad-Car Mechanical
38	Neil Seidner	Electrician	Calgary	Amelco Electric Ltd.
39	Jeffrey Simon	Recreation Vehicle Service Technician	Stettler	Simon's RV Service Centre
40	Michael Smith	Bricklayer	Edmonton	Park Brick & Block Ltd.
41	Kendall Snyder	Motorcycle Mechanic	Glendon	T&T Powersports Ltd.
42	Paul Solash	Millwright	Sherwood Park	Umicore Canada Inc.
43	Darrell Sperling	Concrete Finisher	Edmonton	City of Edmonton
44	Corey Trentiuk	Glazier	Edmonton	Alberta Glass Company Inc.
45	James Wadman	Power System Electrician	Edmonton	Altalink Management Ltd.
46	Nathan Waters	Cook	Banff	Fairmont Banff Springs Hotel
47	Glenn Williams	Electronic Technician	Edmonton	Edmonton Consumer Service
48	Scott Wilson	Auto Body Technician - Auto Body Refinisher	Sherwood Park	Briggs Bus Lines
49	Marcus Yee	Auto Body Technician	Calgary	Heninger Motors Ltd.

2002-2003 Registered Apprenticeship Program (RAP) Scholarship Recipients

	Sponsor	Recipient	Trade
1	Alberta Building Trades Council/Construction Labour Relations - An Alberta Association RAP Scholarship	Nathan Johnston	Millwright
2	Alberta-Pacific Forest Industries Inc. RAP Scholarship	Travis Bolton	Millwright
3	Allan Askeland RAP Scholarship	Shane Hoge	Heavy Equipment Technician
4	Christian Labour Association of Canada RAP Scholarship	Jesse Gerbrandt	Welder
5	Construction Labour Relations - An Alberta Association/ Alberta Building Trades Council RAP Scholarship	Neal Cave	Electrician
6	Fleet Energy Services Ltd. RAP Scholarship	Tyler Kreller	Heavy Equipment Technician
7	Fluor Constructors Canada Limited RAP Scholarship	Jonathan Gordon	Welder
8	International Brotherhood of Boilermakers and the Boilermaker Training Trust Fund RAP Scholarship	Clint Gravelle	Welder
9	Ironworkers Local 720 and Local 725 RAP Scholarship	Brandon Kreutzer	Welder
10	Jacobs Catalytic Ltd RAP Scholarship	William Cheek	Millwright
11	Kellogg, Brown and Root RAP Scholarship	Ryan Alexander	Welder
12	Mawer Contracting Ltd RAP Scholarship	Roberto Tosi	Carpenter
13	Mechanical Contractors Association of Alberta RAP Scholarship	Andrew Antonio Wolf	Plumber and Gasfitter - 2nd Class
14	Merit Contractors Association RAP Scholarship	Jesse Hildebrandt	Carpenter
15	Modern Beauty Supplies Inc. RAP Scholarship	Michelle Kennedy	Hairstylist
16	Motor Dealers' Association of Alberta RAP Scholarship	Trent Hanna	Automotive Service Technician
17	NOVA Chemicals Corporation RAP Scholarship	Daniel Bennington	Mechanic
18	PCL Industrial Constructors Inc. RAP Scholarship	Brad Dyck	Carpenter
19	Shell Canada Limited RAP Scholarship	Jeffrey Bowie	Machinist
20	Syncrude Canada Ltd. RAP Scholarship	Travis Wilson	Electrician
21	The Bill and Catherine Watson and Family RAP Scholarship	Jeremy Hamilton	Electrician
22	The Calgary Foundation / Cadmus Fund RAP Scholarship	Nathan Patrick Hennigar	Cook
23	The Calgary Foundation - Cadmus Fund RAP Scholarship	Cory Hutchinson	Heavy Equipment Technician
24	The Electrical Contractors Association of Alberta RAP Scholarship	Trent Bolton	Electrician
25	The Electrical Contractors Association of Alberta RAP Scholarship	Logan Tymchenko	Electrician
26	The Optimist Club of Sherwood Park RAP Scholarship	Kyle Hamilton	Automotive Service Technician
27	TransCanada RAP Scholarship	Trevor Kreutzer	Welder

2002-2003 Registered Apprenticeship Program (RAP) Scholarship Recipients Continued

	Sponsor	Recipient	Trade
28	Alberta Apprenticeship and Industry Training Board RAP Scholarships	Clifford Houghton	Automotive Service Technician
29		Jeremiah Barnes	Automotive Service Technician
30		Kyle Healy	Automotive Service Technician
31		Steven Mantay	Automotive Service Technician
32		Grant Morrison	Automotive Service Technician
33		Tyler Nevin	Automotive Service Technician
34		Darcy P. Kropp	Cabinetmaker
35		Joel Van Haaften	Carpenter
36		Scott B. Mostad	Carpenter
37		Josh Kelly	Cook
38		Shane Lucas	Cook
39		Murray Jack Wiebold	Cook
40		Cheryl Hastings	Hairstylist
41		Chanda Wilson	Hairstylist
42		Ryan Nyberg	Heavy Equipment Technician
43		Matt Oates	Heavy Equipment Technician
44		Jason J. Fink	Heavy Equipment Technician
45		Tony Kemp	Heavy Equipment Technician
46		Ivan Cooney	Machinist
47		Jeremy Mitchell	Motorcycle Mechanic
48		Ashley Hall	Welder
49		Richard Robles	Welder
50		Travis Rau	Welder

Alberta Apprenticeship and Industry Training Family of Scholarships Recipients 2003

	Sponsor	Recipient	Trade
1	Alberta Construction Association /Thygesen Apprentice Scholarships	Allan Hofmann	Cabinetmaker
2		Paul Mara	Carpenter
3		Joseph Grove	Electrician
4		Nathan Fry	Heavy Equipment Technician
5		James C. Horton	Insulator
6		David Rehmagen	Millwright
7		Owen Burwash	Plumber and Gasfitter 2nd Class
8		Shawn Fraser	Power Lineman
9		Lance Jones	Refrigeration and Air Conditioning Mechanic
10		Justin Landmark	Sheet Metal Worker
11		Kenneth G. Chorlak	Steamfitter-Pipefitter and Gasfitter 2nd Class
12	Alberta Building Trades Council and Construction Labour Relations – An Alberta Association Scholarship	Brad Leyden	Sprinkler Systems Installer
13	Alberta Building Trades Council Scholarship	Ryan Tobe	Steamfitter-Pipefitter and Gasfitter 2nd Class
14	Alberta Ironworkers Apprenticeship and Training Plan Scholarship	William D. Lahue	Ironworker
15	Albian Sands Energy Inc. Scholarship	Jake Russell	Electrician
16	Alex Munro Aboriginal Apprenticeship Scholarship	Daryl Hendricks	Ironworker
17	Alggin Metal Industries Ltd. Gino Bianchini Memorial Scholarship	Scott McDougall	Sheet Metal Worker
18	Arpi's Scholarship	Vernon Stubna	Plumber and Gasfitter 2nd Class
19	ATCO Power Ltd. Scholarship	Andrew Weir	Electrician
20	Athabasca Oil Sands Project Excellence Award	Malcolm McKirdy	Millwright
21	AWMAC - Northern Alberta Chapter Scholarship	Calvin Beauchamp	Cabinetmaker
22	AWMAC - Southern Alberta Chapter Scholarship	Travis Gould	Cabinetmaker
23	Bob Stollery Apprentice Scholarships	Brett Livingston	Carpenter
24		Paul Zehlanger	Carpenter
25		Adnir Dinardo	Electrician
26		Patricia Hutchingame	Landscape Gardener
27		Dwayne Dye	Millwright
28	Boilermaker Apprenticeship Administration Agency Scholarship	Tim Fuerstel	Boilermaker
29	Bunch Welding Scholarship	Christopher Johnston	Instrument Technician
30	C.L. (Pat) Hill / Charlton and Hill Ltd. Scholarship	Robert Murray	Sheet Metal Worker
31	Calgary Construction Association - Bob Scrimgeour Scholarship	Matthew Pocock	Tilesetter
32	Calgary Construction Association - Greg Davidson Scholarship	David Bourdi	Electrician
33	Calgary Construction Association - Ken Kennedy Scholarship	Stephanie Roy	Bricklayer
34	Calgary Construction Association - Ken Trueman Scholarship	Stuart Glassford	Welder
35	Calgary Construction Association - Pat Barry Scholarship	Kevin Stoker	Electrician

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Alberta Apprenticeship and Industry Training Family of Scholarships Recipients 2003 Continued

	Sponsor	Recipient	Trade
36	Calgary Motor Dealers Association Scholarship	Remy Bernier	Automotive Service Technician
37	Canadian Institute of Steel Construction - Alberta Region Scholarship	Dave Pound	Welder
38	Canem Systems Ltd. Scholarship	Benjamin Deacon	Electrician
39	Canyon Plumbing and Heating Ltd. Scholarship	Darcy Doorten	Plumber and Gasfitter 2nd Class
40	Centaur Subaru Scholarship	Troy MacLean	Automotive Service Technician
41	Chemco Electrical Contractors Ltd. Scholarship	Clinton Hemsley	Electrician
42	Christian Labour Association of Canada Scholarship	Conrad Petersen	Instrument Technician
43	Clearwater Welding and Fabricating Ltd. Scholarship	Kaare Johnson	Welder
44	Clifford J. Williams Scholarship	Sandra Martin	Plumber and Gasfitter 2nd Class
45	Comstock Canada Scholarship	Rob Hanze	Plumber and Gasfitter 2nd Class
46	Construction Labour Relations - An Alberta Association - R. Neil Tidsbury Scholarship	David Mattice	Instrument Technician
47	Construction Labour Relations - An Alberta Association and Alberta Building Trades Council Scholarship	Darren Degeer	Instrument Technician
48	Construction Labour Relations - An Alberta Association Scholarships	Edward Davis	Carpenter
49		Michael Kornega	Millwright
50		Kel Meads	Plumber and Gasfitter 2nd Class
51	ECAA and North West Chapter Alberta Apprenticeship Scholarship	Christopher Erler	Electrician
52	Edmonton Pipe Trades Educational Trust Fund Local #488 Scholarship	Michael Calder	Sprinkler Systems Installer
53	Edward R. Resucki Scholarship	Mark Tarnowski	Automotive Service Technician
54	Edwards Garage Scholarship	Christopher Reiter	Automotive Service Technician
55	Electrical Contractors Association of Alberta Scholarship	Coralee Worgan	Electrician
56	EnCana Corporation Aboriginal Scholarship	Ryan Lesperance	Carpenter
57	EPCOR Aboriginal Scholarship	Ray Bruneau	Ironworker
58	ExxonMobil Canada Scholarship	Tammatha German	Steamfitter-Pipefitter and Gasfitter 2nd Class
59	Ferguson Glass Scholarship	Trevor Whyte	Glazier
60	First Canadian Insurance Corporation Scholarship	Jennifer Denby	Automotive Service Technician
61	First North Catering Scholarship	Brianne Ducharme	Cook
62	Fluor Constructors Canada Ltd. Scholarships	Trevor Howe	Glazier
63		Curtis E. Vollmin	Cook
64		Lisa Ayres	Electrician
65	G. Peterson Scholarship	Elizabeth Nelson	Machinist
66	General Presidents' Maintenance Committee Apprentice Scholarship	Shaun Fullerton	Sheet Metal Worker
67	Grande Prairie Auto Dealers Association Scholarship	Ivan Flemming	Automotive Service Technician
68	Hennigar Toyota Scholarship	Corrie Hollands	Automotive Service Technician
69	IBEW Local #424 / ECAA Alberta Apprenticeship Scholarship	Tyman Pyper	Electrician
70	Industrial Contractors Association of Canada Scholarship	Michael Boutin	Ironworker
71	Industrial Contractors Association of Canada Scholarship	Nathan Law	Carpenter

Alberta Apprenticeship and Industry Training Family of Scholarships Recipients 2003 Continued

	Sponsor	Recipient	Trade
72	J.B. (Bernie) Quinn Memorial Scholarship	Ralph Brausen	Steamfitter-Pipefitter and Gasfitter 2nd Class
73	KBR Canada Inc. Scholarship	Todd Gillingham	Welder
74	Ledcor Scholarship	Matthew Cotton	Plumber and Gasfitter 2nd Class
75	Lehigh Inland Cement Limited George Ritz and George Street Memorial Scholarship	Steven Turvey	Electrician
76	Lennox Canada Inc. Scholarship	Bruce D. Nickel	Sheet Metal Worker
77	Lockerbie and Hole Inc. Scholarship	Troy Davidson	Steamfitter-Pipefitter and Gasfitter 2nd Class
78	M and M Dabrowski Scholarship	Brent Wiebe	Plumber and Gasfitter 2nd Class
79	Masonry Contractors Association of Alberta Scholarship	Aaron Miner	Bricklayer
80	Masonry Contractors Association of Alberta Scholarship	Dale Cruickshank	Bricklayer
81	Maxam Contracting Ltd. Scholarship	Dieon Hawksworth	Plumber and Gasfitter 2nd Class
82	MDA Education Foundation Apprentice Scholarships	David Evans	Automotive Service Technician
83		Jarred Wegner	Automotive Service Technician
84		Timothy Forrin	Automotive Service Technician
85	Mechanical Contractors Association of Alberta (Southern) - Anderson Family Scholarship	Jesse Lang	Plumber and Gasfitter 2nd Class
86	Mechanical Contractors Association of Alberta (Southern) - Cameron A. Wright Scholarship	Robert Krahn	Plumber and Gasfitter 2nd Class
87	Mechanical Contractors Association of Alberta (Southern) - Frederick 'Jack' Deeves Scholarship	Daniel Davis	Plumber and Gasfitter 2nd Class
88	Mechanical Contractors Association of Alberta (Southern) - Gary L. Ellenton Scholarship	Steve Nahkuri	Plumber and Gasfitter 2nd Class
89	Mechanical Contractors Association of Alberta (Southern) - George E. Kienitz Scholarship	Wilbur Bricki	Plumber and Gasfitter 2nd Class
90	Mechanical Contractors Association of Alberta Scholarship	Damian Henschel	Steamfitter-Pipefitter and Gasfitter 2nd Class
91	Mechanical Contractors Association of Alberta Scholarship	Mario Chretien	Steamfitter-Pipefitter and Gasfitter 2nd Class
92	Medicine Hat Construction Association Scholarship	Matthew Van Mossel	Electrician
93	Merit Contractors Association Scholarships	Davin Nadon	Cabinetmaker
94		Tim Dennis	Carpenter
95		Gregory Smith	Electrician
96	PCL Industrial Constructors Inc. Scholarships	Calvin Stewart	Carpenter
97		Shelley Willier	Carpenter
98		Shyloh Bartlett	Steamfitter-Pipefitter and Gasfitter 2nd Class
99	PCL Industrial Constructors Inc. Scholarship	Gayla Paul	Welder

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Alberta Apprenticeship and Industry Training Family of Scholarships Recipients 2003 Continued

	Sponsor	Recipient	Trade
100	PCL Industrial Constructors Inc. Scholarship	Randal Janson	Welder
101	Plante, Nelson and Comfort Heating (1981) Ltd. Scholarship in Sheet Metal	Bradley Patchin	Sheet Metal Worker
102	Red Deer Construction Association Scholarship	Troy Kanderka	Electrician
103	Refrigeration and Air Conditioning Contractors Association of Alberta Scholarship	Patrick Cady	Refrigeration and Air Conditioning Mechanic
104	S.E. Johnson Ltd. - Mechanical Contractors Apprentice Scholarship	Randy Morain	Steamfitter-Pipefitter and Gasfitter 2nd Class
105	Schendel Mechanical Contracting Ltd. Scholarship	Curtis Hoffmann	Welder
106	Scotiabank Dealer Finance Centre Scholarship	Darren Younger	Automotive Service Technician
107	Sheet Metal Contractors Association of Alberta Scholarship	Joseph Gilmar	Sheet Metal Worker
108	Sheet Metal Workers' International Association Local #8 Scholarship	Steven Best	Sheet Metal Worker
109	Sinclair Supply Ltd. Scholarship	Bill Wallbank	Plumber and Gasfitter 2nd Class
110	Southland Transportation Ltd. Scholarship	Darcy Knox	Heavy Equipment Technician
111	Spartan Controls Apprenticeship Award	John Watson	Instrument Technician
112	Suncor Energy Inc., Oil Sands Scholarships	Dale Kirton	Electrician
113		Jody Schuman	Instrument Technician
114		Bradley Black	Millwright
115		Jacqueline Wereska	Welder
116	Supreme Steel Scholarships	Josh Hall	Ironworker
117		Brent Allmiks	Structural Steel and Plate Fitter
118		James Mohns	Welder
119	Syncrude Aboriginal Scholarship	Jay-Vincent Pagnana	Plumber and Gasfitter 2nd Class
120	Syncrude Canada Ltd. Scholarship	Garratt Gutmann	Parts Technician
121	The Botting Group of Companies Scholarship	Michael Vanderwal	Sheet Metal Worker
122	Thompson Family Foundation Scholarship	Joseph Christensen	Carpenter
123	TIAA Insulator Scholarship	Donald MacRae	Insulator
124	TransCanada Scholarship	Levi Sandberg	Parts Technician
125	Trotter and Morton Scholarship	Steven Eacott	Plumber and Gasfitter 2nd Class
126	U.A. Local #496 / Piping Industry Training School Scholarship	Curtis Solda	Steamfitter-Pipefitter and Gasfitter 2nd Class
127	United Association of Plumbers and Pipefitters Local #488 Scholarship	Michael Boyko	Instrument Technician
128	United Association of Plumbers and Pipefitters Local #488 Supplementary Benefit Trust Fund Scholarship	Lenard Arsenio	Steamfitter-Pipefitter and Gasfitter 2nd Class
129	Walward Steel Fabricators Ltd. Scholarships	Michael Kelly	Ironworker
130		Eric Lagorio	Welder
131		Mark Pierig	Welder
132	William (Curly) Watson Memorial Scholarship	Tony Walsh	Electrician

Alberta Apprenticeship and Industry Training Family of Scholarships Recipients 2003 Continued

	Sponsor	Recipient	Trade
133	Alberta Apprenticeship and Industry Training Board Scholarships	Otto Stenerud	Agricultural Equipment Technician
134		Chris Thornton	Appliance Service Technician
135		Daniel Foster	Auto Body Repairer
136		Cameron Holowach	Automotive Service Technician
137		Robin Parnell	Automotive Service Technician
138		Steven Ashton	Automotive Service Technician
139		Wendy Drewin	Baker
140		Rory Brace	Communication Electrician - Construction
141		David Prenosilo	Communication Technician
142		Patrick Gayler	Cook
143		Colin Hargis	Crane and Hoisting Equipment Operator - Mobile Crane
144		Rob M. Lewenko	Electrical Motor Systems Technician
145		Craig Baron	Electrician
146		Drew Chalifoux	Electrician
147		Gordon Darrah	Electrician
148		Lorie Ashton	Electrician
149		Sean Stewart	Electrician
150		Shaun Hummel	Electrician
151		Warren Rowland	Electrician
152		Derek Cooper	Gasfitter-1st Class
153		Shila Brade	Hairstylist
154		Jody Herring	Heavy Equipment Technician
155		Joseph Mineiner	Heavy Equipment Technician
156		Kevin Klippitz	Heavy Equipment Technician
157		Stephen Neufeld	Heavy Equipment Technician
158		Keith Bibbey	Instrument Technician
159		Bruce D. Nikiforow	Insulator
160		Larry Murdoch	Locksmith
161		James M. Armstrong	Machinist
162		Travis Duchesneau	Motorcycle Mechanic
163		Joan Marcoux	Plumber and Gasfitter 2nd Class
164		Wes Price	Power System Electrician
165		Neil Bellyck	Refrigeration and Air Conditioning Mechanic
166		Stephen Huska	Sprinkler Systems Installer
167		Dallas Humphrey	Welder
168		Randy Catcher	Welder

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